

Appendix A

Public and Employee Comments on Draft Versions of the Racial Equity Action Plan

Public comments and feedback from Water Boards staff were collected as the Racial Equity Action Plan (REAP) was being developed. Water Boards staff reviewed these comments and updated the REAP as appropriate to ensure the concerns of communities throughout California were adequately reflected in the final REAP. Public comments were received through a variety of venues, including:

- Receipt of comments by email, on a continuous basis,
- Feedback provided during the development of the State Water Boards' Racial Equity Resolution, 2020-2021,
- A REAP Visioning Retreat for Water Boards staff hosted on May 3, 2022,
- A REAP Strategizing Retreat hosted for Water Boards staff on May 17 and 18, 2022,
- Lunch feedback sessions hosted for Water Boards staff on May 26, 2022, and June 23, 2022, and
- A series of public workshops held throughout California:
 - July 20, 2022 – Statewide Virtual Workshop (via Zoom),
 - July 21, 2022 – Northern California Workshop (Redding, CA),
 - July 25, 2022 – Southern California Workshop (Mecca, CA), and
 - July 27, 2022 – Central California Workshop (Visalia, CA).

Comments are provided in the following spreadsheet with an identification number, the date and venue in which the comment was received, if available, and the content of the comment. Some typographical errors may have been inadvertently created in the course of copying comments to this document and in removing names of individuals.

Comment ID	Date Received	Comment Venue	Comment
1	unavailable	Comment provided by email.	The proposals seem to be oriented to meeting some state goals that apply across all departments which is needed. Regarding data collection, not all affected community members have a water bill. So data on users will be harder to obtain. Did not feel that was addressed.
2	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Portal to report problems can help Water Boards decide where to address issues
3	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Zip code level water data: WBs needs to take big actions to get zip code level data in order to measure inequity.
4	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Data and programs are very urban-centric. There isn't measurement in rural areas where some tribal communities live. Certain activities cannot be done due to water quality issues and do not have data.
5	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	925 failing water systems are in central valley - should central valley get more funding, services, since they are disproportionately affected? -communities have to prove that they are sick to get help; set up team in each county to assist
6	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Provide timelines for project completion on the dashboard
7	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Evaluate national statewide impacts (ex: food security, national security)
8	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	One addition is to confirm whether suspected disadvantaged communities are actually disadvantaged or not and qualify for extra state funds/resources/support. A report from the Greater Monterey County IRWM did this: https://www.greatermontereyirwmp.org/documents/disadvantaged-community-plan-for-drinking-water-and-wastewater/
9	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Evaluate water quality relative to community demographics and enforce regulatory action where water quality objectives are not met.
10	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Facilitate more surface supplies to the SJV & DACs (San Joaquin Valley; Disadvantaged Communities)
11	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Harmful Algal Blooms cause air pollution that is impacting EJ communities. Board policy around equity must prioritize setting standards and regulating to eliminate HABs to protect EJ communities. This is an example of equity for local communities of color being ignored through lack of policy development.
12	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Consider maps of contaminants and pollutants, rather than databases, possibly similar to CalEnviroScreen
13	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Water Boards website is daunting and not user friendly; fact sheets easier to navigate to, more prominent display of MCLs for contaminants, etc, and a map and the different programs
14	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Drought impacts: information is hard to come by; improve emergency response and information in general and on webpage; resources available need clarity
15	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	What is citizen science? Please be mindful of language and terminology
16	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Doesn't CalEnviroScreen already gather data on demographics and relate it to environmental impacts? How is this different?
17	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Make data public
18	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Groundwater pumping-more regulations on big corps that have resources to pump deep wells that leave smaller family farmer wells dry. Regulations on groundwater pumping.
19	July 25, 2022	July 25 - Southern California Action Plan Workshop (Mecca, CA)	Data being collected is failing smaller communities
20	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	The Water Board needs to take care to educate all relevant staff and parties to understand and have training on data disparities and how data can replicate and be used to produce racist responses and policies. As we saw with data revealing that marginalized communities would suffer more greatly from COVID, white people and communities began to lessen restrictions and protections in economy, the work place, local spaces, outside. We cannot overlook the importance of data sovereignty and how data can be

			used to protect and benefit marginalized peoples instead of targeting and hypervisibilizing us
21	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	What/how data will be collected, how will it determine underserved communities. In my region, migrant families are exposed to ...
22	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Connections to the culture and nature cannot be ignored
23	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Ensure that info about nitrate contamination, nutrient mgmt is made more directly available to local residents. 100s of systems are over max nitrate levels from ag discharges, no good BMPs for runoff, located close to dairies
24	July 25, 2022	July 25 - Southern California Action Plan Workshop (Mecca, CA)	Different needs for different areas, larger areas overpower smaller areas
25	July 25, 2022	July 25 - Southern California Action Plan Workshop (Mecca, CA)	Lack of information
26	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Are there any metrics currently tracked by the State Cal Epa related to equity? Review those metrics and refine and improve data collection that will support telling around the equity/inclusion questions at hand. Take into consideration that certain issues cannot be fully represented by data...
27	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Accessing program and resources (Drinking Water)
28	July 25, 2022	July 25 - Southern California Action Plan Workshop (Mecca, CA)	Missing data in rural communities- RV parks, what about them?
29	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Indigenous statistics specifically - affected heavily and seems left out
30	July 25, 2022	July 25 - Southern California Action Plan Workshop (Mecca, CA)	Access to clean water in rural areas forced to use contaminated water
31	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Include impacts to poverty and economic displacement of people (for dashboard)
32	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	For decades, California's river-dependent Tribes and communities have been asking SWRCB to enforce existing TMDL standards and establish instream flow requirements needed to prevent extinction and honor the rights of California's Indigenous people. SWRCB does not need new laws, more money, or new action plans . . . SWRCB just needs to walk its talk on racial equity.
33	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	This statement is inaccurate, in that Tribal water rights have never been lost. Not only should this section be amended to correct that statement, but this should be acknowledged by the Water Boards, and further defined and delineated so that all others who claim a water right will know that 'First in Time, First in Right' still means something.
34	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	First, you can't "INFUSE" a racial equity resolution into the Water Board's Policies. Racial Equity must be centered and each decision must go through this framework and foundational understanding.
35	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	The State is collecting HABs data with no standard. We collect data on EColi and other contaminants but it doesn't lead to enforcement. Data is not an end-all activity. Justice involves making policy decisions based on data.
36	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Do not issue any more water rights without exploring indigenous claims to that water
37	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Impacts need to include potential job loss and increase in poverty
38	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Tulare didn't have services until the State said "you must". Racial equity resolution needs to stand for action
39	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Don't approve projects that endanger water in communities already impacted by contamination
40	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	California is an illegitimate state built on unceded lands of California Native Indigenous Peoples. The Treaties signed by unrecognized Nations were never acknowledged - which by conditions of the treaty and by our timeless relationship with the Lands means that CA Native Nations are the rightful stewards, "owners", and caretakers of these Lands and Waters. Any policies the Water Board can take on to implement, organize, and handle legal titles (at the direction of Tribal Nations and Leaders) to give Land Back and Water Back, the Board needs to hold as critically necessary.

41	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	SGMA: More harmonization between DWR and Water Boards for racial equity.
42	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Water rights: original assignment of water rights, following "first in time...", failed to assign rights to the indigenous people who were here first. The Water Board needs to work toward a more equitable distribution of water rights throughout California
43	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	The current system is based on ancient water rights claims, and white male land ownership, stemming from times when Native people, women, and people of color could not own land or vote. Reformation of the water rights system needs to happen - it should have happened decades ago, so we are behind.
44	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Need a pause on water rights
45	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Create complaint process for community members to implement that are investigated and backed up by enforcement
46	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	The SWB tends to be quite risk-averse when it comes to superseding local authorities, but so very often these local agencies are the primary obstacle to water equity. The SWB needs to be more willing to use their authority to confront bad-acting local agencies.
47	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Will the Racial Equity Action Plan be a general or coordinated plan? I recommend mapping and defining the State's General Plans or Coordinated Plans and how those or other plans relate to actual water quality law or other statutes in the scheme of the current "structure and system" to implement the Racial Equity Action Plan. ++
48	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Everybody from top down in Water Board should be fostering support and promoting what resolution calls for
49	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Structural racism takes place outside of the WBs too, WBs needs to confront racism from other agencies directly
50	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	How do we hold people accountable?
51	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Enforce existing Clean Water Act TMDL standards. Regional boards spent a LOT of money and staff time on them. Tribes and fish want less pollution in the water, not on paper
52	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Transparently describe instances where the Water Boards has created harm and take accountability: The water board can start by sharing a transparent breakdown of how their work in each of these areas has led to further racial inequity — https://www.waterboards.ca.gov/board_info/priorities/docs/workplan_2022.pdf
53	unavailable	unavailable	Racial equity needs to go beyond the focus on drinking water. Water policy decisions affect poverty levels in farm working communities
54	unavailable	unavailable	The resolution needs to specifically call out Latino and farm working communities
55	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Water and Equity - there is a gap
56	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Water rights system is antiquated, needs to be rethought. First in right, were not first, need to recognize tribes that were actually there before the water rights established in the early 1900's.
57	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Better water quality assistance for these farmers on wells that are shown to be in polluted areas through calenviroscreen and private water quality testing show contamination. Better outreach by Waterboard to assist these water-users.
58	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Being aware of patterns of structural racism outside of the State Water Board. County/City level racism, or staff of local WaterBoards. Need to confront/openly communicate with difficult discussions with other state/local gov. Entities
59	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	More interagency coordination (example is stormwater reuse at metal recyclers)
60	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Transparently describe instances where the Water Boards has created harm and take accountability: Document on initiatives to increase diversity, or increase number of languages - doesn't get at root of how water boards has operated

61	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Racial and gender issues. Workplace harassment and intimidation is a culture that different work groups accept. To speak up when the culture is negative is hard when there is fear of retaliation subtle or direct. Having a process whereby supervisors are held more accountable.
62	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Audit Local Water Boards regarding their incorporation of the resolution and strategic directives in their programs and policies
63	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Require Water Boards staff and representatives to have training on water inequality and injustices to provide historic and contemporary context.
64	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	I encourage the Water Board staff to develop a robust Racial Equity Action Plan Glossary of Terms. Such a glossary could also incorporate, by reference, the terms and phrases already defined for such general and coordinated plans of the State as well as definitions found directly in water quality law. The California Water Plan Update has a robust glossary; the Basin Plans, The Ocean Plan, The Bay-Delta Plan as examples.
65	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	<p>To increase the potential of fulfilling strategic directives, defined goals and objectives, it is suggested to create threads to weave strength among all parts. Such a thread would be recognizing that “structure and system” is one of the best elements of the Water Boards adopted Racial Equity Resolution (Resolution No. 2021-0050). The acknowledgment of the “structure and system” in Section 3 and its context in identifying and addressing the inequalities in Section 7 and other.</p> <p>“Race as a Determinant of Environmental and Racial Inequities. 3. Historically, decision-makers representing government agencies used race to establish structures and systems that continue to deliver disparate outcomes, including wealth, health, educational, and environmental inequities.”</p> <p>I encourage the Water Board staff to develop a robust Racial Equity Action Plan Glossary of Terms. Such a glossary could also incorporate, by reference, the terms and phrases already defined for such general and coordinated plans of the State as well as definitions found directly in water quality law. The California Water Plan Update has a robust glossary; the Basin Plans, The Ocean Plan, The Bay-Delta Plan as examples.</p> <p>It is specifically requested that the phrase “structure and system” be defined in all contextual territories with the aid of established definitions for the “Age of Discovery” and the “Doctrine of Discovery” or their variants. In as much as the Age of Discovery is over but the inequities born from it and the Doctrine of Discovery principles are still ruling in the present “structure and system.”, defining, owning, and weaving with this term in various contexts will help create new cloth.</p> <p>Being that the Doctrine of Discovery bell cannot be unrung, see “Unring the Bell”, we must forge new bells to ring in racial harmony—forging the bells of the Age of Rediscovery and the Doctrine of Rediscovery.</p>
66	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	If the State Water resources Control Board is truly condemning racism in water decisions and committed to inclusion, as stated by the board in November of 2021. Then the board should really start off by not adding racist and untrue language in their resolution. I’m particularly referencing the statement that CA tribes had LOST their water rights. Which is an untrue statement because native peoples did not lose their water rights they were stolen. If the board is TRULY committed to racial equity issues then reforming CA’s racist water right system should be top priority. The system is based on claims and landownership from when Native people, women, Black and People of color could not own land or vote. So as you can see it’s quite problematic and should be addressed since CA is currently using racist systems to uphold water rights.
67	July 25, 2022	July 25 - Southern California Action Plan Workshop (Mecca, CA)	WBs need to understand how communities work, change programs for communities, not communities for programs.

68	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Groundwater pumping-more regulations on big corps that have resources to pump deep wells that leave smaller family farmer wells dry. Better regulations on groundwater pumping.
69	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	They're moving ahead with dam right now
70	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Tighter vineyard and agricultural regulations on pollution entering waterways. Those who depend on the Russian River and fish/wildlife/people are subject to this pollution as well as the harmful algal blooms that are happening every year and affecting all living beings. There are ways to have sustainable farming that many farms do not use. Sustainable practices need to be mandatory at this point in our history.
71	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Water rights outdated
72	unavailable	Comment provided by email.	My input to the Racial Equity Workshop last night was that any future water rights proceedings must stop in order to consider past impacts on the indigenous people and the living ecology on which we depend. Specifically in our Bear River Watershed, the Nevada Irrigation District is requesting to take the hydrologic peaks of pulse flows that are critical functional flows for the health and well being of our Bear River, K'umimS'eo. I am asking for help in this ongoing water rights procedure and hoping that this application will be cancelled. Any influence you may have will be very much appreciated. If you wish to speak with any other members of LENFF, I can provide contact information.
73	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Inclusion is good but making pro-community of color decisions is better
74	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	I recommend mapping and defining the State's General Plans or Coordinated Plans and how those or other plans relate to actual water quality law or other statutes in the scheme of the current "structure and system" to implement the Racial Equity Action Plan.
75	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Build actions in a way that they are sustainable and can be maintained. This should be an active process that becomes part of all we do. Incorporate into larger processes, so that it becomes habitual and we don't have burnout.
76	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Cycle of Healing - bust stereotypes, gain wisdom
77	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Please define the State's types of plans (e.g., general, coordinated, other) in a glossary for enhancing collaborative situational awareness (CSA) and general understanding. Example: California Water Code (WAT) §10504 states as part of our current "structure and system" that "All applications made and filed pursuant to Section 10500 shall be transferred to the State Water Resources Control Board and held by the board for the purposes of this part. The board may release from priority or assign any portion of any application filed under this part when the release or assignment is for the purpose of development not in conflict with such general or coordinated plan or with water quality objectives established pursuant to law." This "...not in conflict with such general or coordinated plan or with water quality objectives established pursuant to law." clause is why it must be made clear as to what kind of plan the "Racial Equity Action Plan" will become when adopted and how it is integrated into and with other plans as part of the new "structure and system.". I encourage specific dialogue be planned with the indigenous peoples of California as to what is and is not "in conflict" with such general or coordinated plan or with water quality objectives established pursuant to law.
78	July 25, 2022	July 25 - Southern California Action Plan Workshop (Mecca, CA)	Hold agencies under WB jurisdiction accountable.
79	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Need to figure out how to promote from within and not hire from outside so quickly. Address biases in interviews
80	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Lack of representation at water boards has a big role in its lack of connection so far
81	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Racial equity is broader than drinking water and includes access to opportunities and jobs/growth for disadvantaged communities

82	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Finding ways to incorporate alternative skills and career histories when demonstration of a degree or title is not present or applicable. Why does a Tribal Cultural Practitioner/Consultant need a PhD? There are barriers to why certain folks from disadvantaged communities may not be able to display higher education or extensive professional training, because they were not allowed to or were kept from accessing it.
83	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Located in the communities (workforce)
84	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Would also like to see diversity in leadership roles as well
85	July 25, 2022	July 25 - Southern California Action Plan Workshop (Mecca, CA)	Address barriers to recruitment and target BIPOC schools.
86	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Hire BIPOC youth for internships at waterboards
87	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Outreach to College of the Sequoias (Visalia, Tulare, Lindsay, Hanford, Corcoran), Fresno State, Fresno Pacific, UCLA, UC Davis, Cal Poly
88	July 25, 2022	July 25 - Southern California Action Plan Workshop (Mecca, CA)	Application process for state employment - can impact leadership (not as diverse).
89	July 25, 2022	July 25 - Southern California Action Plan Workshop (Mecca, CA)	Have a succession plan so that once they're hired there's a plan for how individuals may be moved to management position.
90	unavailable	unavailable	Diversity is broader than race, gender, orientation, origin
91	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Finding ways to incorporate alternative skills and career histories when demonstration of a degree or title is not present or applicable. Why does a Tribal Cultural Practitioner/Consultant need a PhD? There are barriers to why certain folks from disadvantaged communities may not be able to display higher education or extensive professional training, because they were not allowed to or were kept from accessing it.
92	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Encourage summer interns at state board
93	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Having been successfully hired for State and Federal positions as a LGBTQIA+ and BIPOC person (feminine presenting), there are many barriers to entry along that process from seeing announcements; getting points for knowledge, skills, and abilities; to examinations; to questionnaires on applications; to multiple choice "weeder" questions re: how much experience a person has; and so on. White men have been shown to over-represent their experience, and BIPOC women have been shown to undersell themselves the most. On a points system, a BIPOC woman may never even get an interview.
94	unavailable	Comment provided by email.	Demographics of employment disparities listed in the Racial Equity Resolution (i.e. provide the breakdown of staff in each racial and ethnic group in order to obtain a better snapshot of the inequities and barriers faced by each group)
95	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Empower staff
96	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Reduce barriers to entry for folks within communities that are made to be impoverished and undereducated
97	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	In meeting: Water board funding youth environmental programs for recruitment
98	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	The challenge here is that the Staff needs trained, experienced, educated, etc people to hire. It's just recently that more people of color are able to get that higher education to get those jobs. So I believe this will change over time. Yes? No? Brittani's Application comments.....good points! [Application assistance]
99	unavailable	Comment provided by email.	Pushing for the creation of more affinity groups; supporting affinity groups more outright (maybe providing funds, dedicating space in WaterBoards buildings for the use of Affinity Groups, encouraging staff to get involved and lead groups)
100	unavailable	Comment provided by email.	Ensuring all employees take mandated trainings on racial equity. Execs holding a meeting where they specifically tell management to discuss racial equity and provide guidance and space to do so. More regular emails that go out to all WaterBoards staff about racial equity and how to advance it in our work.

101	unavailable	Comment provided by email.	You make a stab at cultural competency. Need more ways to do this until you have a truly diverse staff.
102	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	The objective should be to maximize the opportunity for all beneficial uses of water and policy decisions have implications that will result in regional changes that have racial equity components. Analysis of enforcement actions/policymaking should incorporate racial equity impacts to all legal users of water.
103	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Include racial equity updates in staff meetings on a regular basis as appropriate, also frequent updates to the Water Boards members
104	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Ensure SWRCB keeps decorum in regional meetings
105	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Understanding different perspectives
106	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Inclusion and belonging can pertain to more than just race demographics
107	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Land Acknowledgments and land acknowledgements with a purpose (an acknowledgement isn't enough)
108	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Water rights systems historic impact / extraction
109	July 25, 2022	July 25 - Southern California Action Plan Workshop (Mecca, CA)	Provide training and onboarding for new hires to support their transition into new job.
110	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Acknowledge that it takes everyone, not just dedicated staff.
111	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Be aware of the impact of language
112	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Cultural Sensitive and Culturally Orientated
113	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Genocide history is important. Gendercide is not talked about, people who have multiple parts to them/pronouns, were targeted and killed in the culture too
114	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Multiple identities in one person is a part of the culture
115	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Educate all local water board members regarding Resolution/ strategic directives
116	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Water Board staff and representatives need to have knowledge and understanding of the Emancipation Proclamation leading to legal and codified enslavement of California Native Peoples. They should understand and have knowledge of Oregon existing as a "No-Blacks" state at its inception. Knowledge of the Morrill Act, the enslavement of CA Natives, state sanctioned and for-profit Native Extermination policies (which ended because they were too expensive for the state to maintain payouts). Acknowledgement of the forced labor of Asian folks to build railroad systems, to maintain wars like the Vietnam, Korean, and World Wars.
117	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Water Board staff and representatives need to have knowledge and understanding of the gendercide that took place which targeted and murdered Two-Spirit Peoples of California Native Tribes and Nations. Deborah Miranda has wonderful work on the subject - see: The Extermination of the Joyas: Gendercide in Spanish California.
118	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	To have a diverse staff, you first have to hire them, but MORE IMPORTANTLY, you have to have an organizational culture that is safe for them to want to work there.
119	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	A major turnoff of this meeting was when a water board member opened the meeting by sharing that it has been "interesting" to learn about the racial equity issues that have been occurring". This is just indicative of existing members need to reflect on their own whiteness and privilege and the work they have to do themselves so the burden isn't on BIPOC.
120	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	This "...not in conflict with such general or coordinated plan or with water quality objectives established pursuant to law." clause is why it must be made clear as to what kind of plan the "Racial Equity Action Plan" will become when adopted and how it is integrated into and with other plans as part of the new "structure and system." I encourage specific dialogue be planned with the indigenous peoples of California as to what is and is not "in conflict" with such

			general or coordinated plan or with water quality objectives established pursuant to law.
121	unavailable	Comment provided by email.	<ol style="list-style-type: none"> 1. Data on water quality and the source. Important for immune compromised people. 2. Data on condition of water delivery into my living space. Do I have pipes that require water filtration. 3. Lots of equity issues with water rationing. A 20% cut to a rich person mansion does not have same impact as a small household with five kids.
122	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Make WBs more understandable: WBs is very confusing, the process is very confusing, it's difficult to figure out what the SWB vs the RWBs do. I don't see it as something accessible to the public at all. Figuring out how to make it much more accessible. We don't even know about meetings
123	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Technical permits + data visualizations ++ other documents should be translated into Spanish, in plain language+, and easily downloadable documents
124	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Host meetings in the evenings and on weekends
125	July 25, 2022	July 25 - Southern California Action Plan Workshop (Mecca, CA)	Equitable engagement and outreach
126	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Would like water boards to better connect with communities;
127	July 25, 2022	July 25 - Southern California Action Plan Workshop (Mecca, CA)	Language and educational barriers must be addressed.
128	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Define "wisdom" (refers to: B. Develop a training and communications style guide with guidance on the following: plain language writing, incorporating BIPOC wisdom in storytelling, using acronyms, etc)
129	July 25, 2022	July 25 - Southern California Action Plan Workshop (Mecca, CA)	Make graphics easy to understand (avoid technical language).
130	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Intentionally include oral histories, we don't all have written language, but we know our stories. Written history blacked out oral history
131	July 25, 2022	July 25 - Southern California Action Plan Workshop (Mecca, CA)	Outreach and information sharing on decisions.
132	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Leading - domestic wells / Hmong community member - felt good to participate / empowering / building relationships first. Recognizing those voices that have not been heard
133	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Broad definition of communities - include local government, residents, schools, private sector, etc.
134	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Meetings, materials and websites need to be in multiple languages, interpretation offered outside of normal working hours as well
135	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	The use of language is important- refraining from using metaphors of war/gun use, knowing the respectful way to refer to individuals and groups, and finding gender neutral options. If the State Water Board can set the tone, like it did with the Resolution, the trickle down will happen. Talk about the effort, encourage all to do the same.
136	July 25, 2022	July 25 - Southern California Action Plan Workshop (Mecca, CA)	Engage communities that have been historically excluded.
137	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Walk-up centers, more accountability--having more access to information
138	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Train and educate State Water Board staff equally to be aware of obstacles/barriers BIPOC may face
139	July 25, 2022	July 25 - Southern California Action Plan Workshop (Mecca, CA)	Materials must be provided in plain language and without technical jargon.
140	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Inclusive language - not pitting water uses against each other
141	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Disclose who the Water Boards is meeting with, especially private entities
142	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Theme - Coffee with word on the street/ Conservation Con Chisme- Conservation with word on the street

143	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	-Facebook live, Instagram live, not just Zoom where we don't just keep asking for a phone number or email, meaning this can reach out more. +
144	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	There is a media gap - culturally sensitive narrative is needed more in CA Central valley
145	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Accessibility - community be our advocates for RE
146	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Voices of our elders
147	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Community members should represent various / diverse sectors, professions, race, etc. Speak at JPA's
148	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Losing oral history, loses who we are
149	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Using language that does not indicate a preference for gender, even if in colloquial speech. Inclusion of pronouns
150	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Using pronouns in meetings and correspondence, with demonstrating why pronoun usage is important for creating space for nonbinary, trans*, and Two-Spirit folks to claim their identities. This needs to be coupled with a culture of acceptance and belonging for queer and gender diverse folks both within the Water Board but also within communities served. Pronouns.org
151	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	It is specifically requested that the phrase "structure and system" be defined in all contextual territories with the aid of established definitions for the "Age of Discovery" and the "Doctrine of Discovery" or their variants. In as much as the Age of Discovery is over but the inequities born from it and the Doctrine of Discovery principles are still ruling in the present "structure and system.", defining, owning, and weaving with this term in various contexts will help create new cloth.
152	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Please define the State's types of plans (e.g., general, coordinated, other) in a glossary for enhancing collaborative situational awareness (CSA) and general understanding. (hmr) Example: California Water Code (WAT) §10504 states as part of our current "structure and system" that "All applications made and filed pursuant to Section 10500 shall be transferred to the State Water Resources Control Board and held by the board for the purposes of this part. The board may release from priority or assign any portion of any application filed under this part when the release or assignment is for the purpose of development not in conflict with such general or coordinated plan or with water quality objectives established pursuant to law."
153	unavailable	Comment provided by email.	Input for Office of Chief Counsel review regarding 2 sentences under Goal 3 (page 8) of the attached draft Racial Equity Goals document. Reasons for requesting revision of the 2 sentences below include: 1. State agencies can't put the burden to provide competent language services on the public. 2. State agencies don't have the expertise/capacity to obtain and review the public's preferred terms in all languages (at least 220 + languages are spoken in CA) 3. Using a contractor would be expensive, and availability of all languages is not guaranteed. 4. There are different ways to say the same thing in all languages (including English) 5. How will the WBs justify using someone's preferred words over someone else's? 6. State agencies can't discriminate (what we allow for one language, will need to be allowed for the others) 7. Will English speakers be allowed to change the 10 WBs' English terminology? 8. OPP already requires plain language English documents for translation. For the reasons above, I recommend the following changes for the Final Racial Equity Plan: CHANGE "Goal 3a: We speak the languages of the communities we serve" to "To provide meaningful language access" RECOMMEND REMOVING: "Expand the Spanish language glossary and workshop water terminology with multilingual communities." Because an effort like this is not long-term sustainable and can lead to complaints of discrimination, favoritism of one language/the Spanish speaking community over others, etc.

154	July 25, 2022	July 25 - Southern California Action Plan Workshop (Mecca, CA)	Advertising - social media, local newspapers? (how do we get information about this out to communities)
155	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Family history is real history
156	unavailable	[Other]	replace the term stakeholder with other terms such as "interested parties" or "communities of interest." The term "stakeholder" is linked to colonization - white men would place stakes in plots of land to claim it theirs (i.e., stake-holder). For obvious reasons, using the term stakeholder is offensive to Indigenous people.
157	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Establish permanent, enforceable instream flow requirements that satisfy existing laws (ESA, CESA, Tribal Trust, Public Trust Doctrine, Fish & Game Code § 5937, CA Reasonable Use Doctrine). SWRCB might need to do this using science-based instream flow recommendations from someone other than CDFW / Chuck Bonham because Chuck has been dragging his feet for decades. https://wildlife.ca.gov/Conservation/Watersheds/Instream-Flow/Recommendations .
158	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Holding space for Indigenous/Native tribal members and descendants to comment on Water Board decisions before they are made and finalized - NOT as an afterthought. We cannot always say everything we need to communicate as Native Nations from the mouths of elected tribal officials due to legacies of disenfranchisement of our political and governmental systems as sovereign and legitimate. Expecting tribal officials to act as representatives of every single person from their communities is limiting the agency of our communities to the shoulders of one already-marginalized and counted-out person. However, in the same vein, Tribal officials need to be treated as government officials in the capacity white nonNative governmental officials are inherently given by default, while also giving space to the plurality of Native officials as community and cultural leaders. This means inviting Tribal leaders into consultation and consent processes early and often, and centering that knowledge and expertise rather than adding it in.
159	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Streamline processes, funding, and permitting for projects in / benefitting disadvantaged communities include TA support to ensure streamlining
160	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Identify ways to streamline grant applications and provide process timelines to applicants
161	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Add farmworker voice
162	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Coming to communities directly instead of having people have to travel to Sacramento
163	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Increase physical presence locally—beyond enforcement actions. VBs staff should attend meet and greet opportunities
164	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Find out who is preventing implementation of the CA Water Action Plan's instream flow provisions, and replace them with staff who will implement it. It might be Chuck Bonham.
165	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Considering ways to empower Indigenous peoples/Tribes to use/incorporate their Traditional Knowledge into environmental management, restoration, science, regulations. Providing leadership and strategic direction to collaborate with Tribes (with their free, prior, and informed consent and protection of sensitive info) to use their Traditional Knowledge to meaningfully influence/direct decision-making
166	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	have meetings after normal work hours example: after 5 or 5:30 to ensure everyone could make it if they have a traditional 8-5 job.
167	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	There needs to be regular meetings for community members to learn how to use the tools and understand the models and assumptions that are used. Understanding can help all folks feel and be empowered to speak their truth
168	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Include farmworker orgs as a sounding board
169	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Need for the Water Board to come to the table, rather than hold the table for tribes.

170	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Not feeling welcome during meetings, or having the 'safe space' to speak freely about certain topics; Facing barriers to getting opinion heard {comment response: most of the public does not trust govt agencies, working with trusted CBOs to get community perspectives could work better to get feedback via surveys or focus groups etc.}
171	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Hold meetings in the communities affected by decision making. They shouldn't have to travel to Sac.
172	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Work with community members to re-design IVAN app
173	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Increase the level of enforcement to ensure regulation thresholds are being implemented
174	July 25, 2022	July 25 - Southern California Action Plan Workshop (Mecca, CA)	How can we better advertise our projects and initiatives? More creative ways? Billboards?
175	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Include farmworkers in decision making process
176	July 25, 2022	July 25 - Southern California Action Plan Workshop (Mecca, CA)	Find out how we best can reach people - traditional ways of sharing information, i.e. community centers (WB create list resources for members of the community): need to use graphics, marketing, billboards, or arts to communicate about challenges, resources, and opportunities, or what is happening in their community.
177	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Prioritize direct community involvement versus thorough intermediaries
178	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Experience - was told cannot help out due to affiliation of non-profit
179	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Hold meetings after 5pm so all community members (specifically farm workers) can attend
180	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Thinking of barriers to getting BIPOC involved in the process (work hours, internet access, not aware of when meeting is taking place, no access to transportation to attend in-person meetings) {comment response: childcare, provide remote options to attend meetings. Giving stipends/incentives to much community member perspectives that are SMEs in their own right.}
181	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Kern GSA is a good example of these problems and offers opportunities for solutions. The current board consists of only older white men who are either members of multi-generational ag families or land developers from west Bakersfield. The people poised to take those board seats in the future are also not diverse. The audience members were either from oil and gas, or ag. The meeting was difficult to find and on the affluent side of Bakersfield. No virtual option was offered and no materials were translated and/or available online. Action Plans related to the equity resolution need to include easy access to reporting portals for all members of the public and accountability mechanisms to address those reports. Where there are clear patterns practices that violate the resolution across multiple water districts or regions, Board can and should make policy recommendations and communicate solutions to relevant entities
182	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Collaborate with on the ground nonprofits to increase IVAN participation
183	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	intentional invitations—reaching out to specific groups instead of relying on an email lyris
184	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Meetings and workshops should be in close proximity to the communities we serve (travel and expenses are too much)
185	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Look to the Native's wisdom
186	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Communities should be involved at every step of the decision making process
187	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Respecting Wisdom - Traditional Ecological Knowledge / Stewardship to the water
188	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Arguably, belonging is the more crucial aspect of this question. Asking people to be included into a system that is unlivable for them is an act of violence, especially if that system is presented as safe and accessible. We need to be honest that the Water Board may never be able to create a truly Safe Space for those who come together into this work. We should instead think of modeling and producing Brave Spaces - spaces where we acknowledge and

			honor the bravery people demonstrate when coming forth to discuss issues that impact them and ways to solve these. This danger of “showing up” becomes more apparent and palpable for marginalized folks, increasingly for those who live with/in multiple axes of oppression and marginalization (ex. being trans* and disabled, being a person of color and in poverty) The bravery aspect is not to be trivial or to make spectacle of that process (as we often see well-intentioned folks commenting on LGBTQIA+ coming out as “brave” when the problem is the danger and violence we face when living openly and authentically), but rather to really dig in to engage the difficulties that come up when advocating for oneself and one’s communities. This is especially key in a space where those perspectives have not been held or have been held less highly
189	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	More listening sessions
190	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Stop spending public fisheries / conservation money on projects that increase water diversions from rivers with endangered salmon. Instead, spend the money repaying California Tribes for water that has been, and continues to be, stolen to grow cow food and export crops
191	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	30% of Easton - how to outreach to those that may not be comfortable to attend or participate in RE workshops
192	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Building Trust
193	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	I will say that staff’s treatment of each other, affected users, and stakeholders will allow for a person to feel included. Those that are not in the know sometimes feel like their ideas and thoughts are not valuable. Taking the time to understand someone’s perspective and truth will open doors of hearts and minds. We need all the ideas that everyone has to offer. There has to be a safe environment for staff to discuss problems or if they notice a problem.
194	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Offer surveys to the communities that we serve and have “temperature checks” regularly for our staff.{comment response: incentivize surveys, by compensating via gift cards or focus groups. Community members should be seen as SMEs in their own right and not expected to give feedback for free, as we pay consultants as SMEs. Work with CBOs to also collect this info, trusted sources of community to collect.}
195	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Funding program to increase community capacity building in water decision making
196	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	including community members throughout the process
197	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Relationship building
198	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	ensure that services that are made available are advertised and folks are aware of them
199	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Sharing more information about what the Water Boards do because many community members do not know what the WBs do
200	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	More community education or hub about what is water basics water 101
201	July 25, 2022	July 25 - Southern California Action Plan Workshop (Mecca, CA)	How do some folks in communities access information? Some may not use social media
202	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Organizations that will be helping communities that don’t have knowledge of internet or water programs or accessibility to grants and things with confusing paper work, have somewhere on page where people can go to seek help to fill out paper work; people are prevented from applying for grants or resources because they don’t have the knowledge to do so
203	July 25, 2022	July 25 - Southern California Action Plan Workshop (Mecca, CA)	Outreach, application assistance.
204	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Tribal contact lists need to be kept up to date as tribal offices and staff change over time.
205	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	In the Central Valley, Agriculture holds a lot of power. WBs need to be proactive and address internal and external structural racism

206	July 25, 2022	July 25 - Southern California Action Plan Workshop (Mecca, CA)	Community-driven projects, projects based on community needs
207	July 25, 2022	July 25 - Southern California Action Plan Workshop (Mecca, CA)	Find out how we best can reach people - traditional ways of sharing information, i.e. community centers (WB create list resources for members of the community): make graphics simple and easier to understand.
208	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Organize and analyze the values being shared in feedback to create meaningful decision-influencing actions.
209	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Understand the ties to their communities
210	July 25, 2022	July 25 - Southern California Action Plan Workshop (Mecca, CA)	There are misconceptions about property owners wanting pipes, connections to sewer, misconceptions about easements and water access—they do!! And will allow easements on property.
211	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Salmon and water affect tribes and tribal communities
212	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Let people know they have the power to make a change: Power wisdom and courage
213	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Fund programs for the youth at an earlier age (middle school vs high school or college)
214	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Better water quality assistance for these farmers on wells that are shown through calenviroscreen and private water quality testing show contamination. Better outreach by Waterboard to assist these water-users.
215	unavailable	Comment provided by email.	I, for example, live in a senior residence in a old building opened in 1969. I have limited ability to affect conservation except my own person use, showers toilet no cooking. My management has good programs but it is residents who talk about it rather than a management educational program reinforcing conservation. This would be the same need one any community.
216	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	The Central Valley and North Coast Boards need to commit to recognizing Tribal water rights, and restoring our rivers. Tribal representatives are here, right now, asking for you to listen to them. Many have not been officially consulted with, yet they come to meeting after meeting to voice their concerns to you.
217	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Public notices are difficult to understand– could drop jargon, add bullet point summaries, use graphics, provide office hours so people can communicate with experts with follow up questions
218	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Create centralized website where people can look up water board seats and learn the specific steps/ requirements/ timelines to become member of a specific water board. (Same as above but for public meeting participation information)
219	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Don't call police presence for meetings
220	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	State consultants need to be well trained in facilitation for high-conflict issues. Tribal members don't hold any power due to a lack of water rights - for water that was stolen from them.
221	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Tribal consultation needs to be more relevant, need to understand culture of the people: -Can be meeting with each tribe individually to ask if there's anything they'd like to share that's culturally relevant to policies and resolutions -A lot of tribal history is oral history -We can't explain salmon/water issues in 2-3 minute comments -Need to be specific asking if there's anything culturally relevant that needs to be included -Consultations with both federally and not federally recognized tribes - commenter knows there are tribes that have not been consulted
222	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Water Board meetings on all issues must include environmental justice and tribal outreach. Presently, meetings are taking place that only include irrigation districts for water rights holders regarding emergency drought orders. EJ communities were invited late and could not organize for presentation, and were not allowed to participate remotely. No tribal outreach was done. All meetings should be hybrid – and all concerned parties should be allowed to participate.

223	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	EJ groups can help staff to help them understand, e.g. when you don't see representation from community members at meetings, maybe just EJ groups, staff should ask where are people impacted by this? And why aren't they involved? EJ groups can help train and coach staff in understanding issues and engage in the community
224	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	allowing sufficient time for project information to pass through tribal council processes, which are frequently slower than agency process times. No response should not be interpreted as no consultation is being requested. Follow up should occur before agencies decide that no consultation was requested.
225	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Elect state board
226	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Build capacity of WB staff to understand communities and overcome barriers to technical assistance +
227	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Involve tribes in the resolutions and decision making process
228	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Meaningful conversations - asking tribes to help us understand what is in danger when resolutions and policies are being put in place
229	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Struggling to gain access to Clean Water for so long that demotivated to participate in further meetings. Additional idea: Have a website where communities can anonymously (or not for contact?) share whether they have access to clean drinking water or not and SWRCB staff can promptly follow up
230	July 25, 2022	July 25 - Southern California Action Plan Workshop (Mecca, CA)	Engage more with the public - having events like this to share information with communities regarding the work of the WB.
231	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Offer additional locations & times so that people who work different schedules/live in different areas can attend meetings....make more accessible in general.
232	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Continue engagement with stakeholders using the Upper Russian River model. Zoom meetings have been successful and saves money in regions where travel isn't always easy. Attending a meeting in Sacramento is costly, especially in time.
233	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Help appoint community members living in affected communities on the water board
234	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Sacred Places Institute training/workshop on how to engage Native folks around water
235	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Very common for tribal voices to be left out, their right to have a say in these matters. Systems were created in racist way
236	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	I am Yurok and a descendant from Wehikwew village and I am also an intern at Save California Salmon. I grew up with a family of tribal fishermen and knew from a young age the importance of clean water and healthy salmon and how this directly affects our communities and culture. It sustains us physically, mentally and spiritually. As native people, we know first hand how this can affect our communities, from our local waterways, to our neighboring waterways and beyond. Today I am adding my public comment in support of racial equity for tribal communities and to ensure that the water board rewrites its racist water laws. It is very common for tribal voices to be left out of the conversations and decisions revolving around water rights and racial equity, which needs to be a top priority. We rely heavily on clean water for healthy salmon, drinking water and ceremony. It is the lifeline of so many tribal people. And without the voices of tribal people within the fight for water protection we are at a huge disadvantage. It is our right to have a say in these matters. These racist water rights need to be reformed now, not only were these systems based on claims and landownership, but they were created when native people, Women and people of color couldn't own land or vote. That in itself should demonstrate that these water laws are racist and sexist and need to be reformed immediately. Not only are these laws racist and sexist, but they are also untrue. The laws need to be changed to reflect the true history of how tribes' water rights, land rights, and cultures were not lost, but actually stolen. Without acknowledging that and including tribal voices in these discussions, they can't claim to be racially equitable or inclusive. We all need clean and healthy water, native or not, to ensure we have healthy communities and the only

			way to do this is to include and then truly listen to tribal people on these topics. Because our voices matter, especially when discussing water protection and rights.
237	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Private Industry / Water Politics / who gets to talk with first?
238	July 25, 2022	July 25 - Southern California Action Plan Workshop (Mecca, CA)	Have the intention.
239	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Demystify the process to get on a waterboard. Killing the myth that you have to "be somebody" to be on a water board.
240	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Requiring irrigation districts and other types of board members to be "landowners" excludes a vast majority of people.
241	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Centering proper consultation and consent with communities the Water Board works with. Programs and services without trust and reciprocity means those services go unused and can even cause more harm. Beneficial programs can quickly become dangerous if communities are not given transparency and a place in the process due to legacies of harm and taking unfair advantages of impacted communities and peoples, especially in rural and impoverished places.
242	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	allowing for more fluid processes to allow for more engagement, include more space and flexibility for processing and engaging
243	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Hold meetings that are more of a safe space for indigenous community members - recognize their meeting structures, rather than the structure that we are accustomed to organizing in Western culture.
244	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Seeking to use gender neutral or non gendered language when referring to community members and peoples served.
245	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Giving time for Native People to give traditional introductions that do not cut into public comment time. We are already pressed to educate others years worth of information in under five minutes, which means we often make sacrifices on giving the proper introduction to ourselves and the lands we are coming from.
246	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Hire an community outreach and engagement specialist to build meaningful trusting relationships
247	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Engaging in decision making process
248	July 25, 2022	July 25 - Southern California Action Plan Workshop (Mecca, CA)	Listen to our communities - be respectful, acknowledge experiences of folks, be mindful of technology (not all have access at the same level).
249	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	defining "tribal consultation" so that information about projects does not simply get sent to one tribal council person or staffer.
250	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Farmworkers are unable to change things, so people in charge of decisions has to care
251	unavailable	unavailable	Use and define the words "digital divide". The digital divide is a barrier worldwide and most people (including government staff) don't know what the digital divide is (below are 3 articles about it). Blacks and Hispanics more likely to lack access to internet and technology, study finds https://www.heraldtribune.com/story/news/local/2020/11/22/blacks-and-hispanics-more-likely-to-lack-access-to-internet/3765787001/ Native Americans On Tribal Land Are 'The Least Connected' To High-Speed Internet https://www.npr.org/2018/12/06/673364305/native-americans-on-tribal-land-are-the-least-connected-to-high-speed-internet Worsening global digital divide as the US and China continue zero-sum competitions https://www.brookings.edu/blog/order-from-chaos/2021/10/11/worsening-global-digital-divide-as-the-us-and-china-continue-zero-sum-competitions/
252	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Zoom is better option however some people are not familiar with electronic devices. Setup zoom meeting like this one where in person people can assist
253	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Include annual reports to legislators, local elected officials, and leaders
254	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Diversity and inclusivity within Water Boards staff doesn't necessarily mean equity for general public. There are so many aspects of systemic and historical racism at all levels, and in central

			valley this is entrenched in agriculture. Power system of all systems of government in Central CA, a lot of it feeds through irrigation districts. Representation comes back down to land ownership, which is mostly white and views water as a commodity rather than an essential human need. Board appointments by pre-selected field of wealthy, white landowners, who see water as commodity, not as matter of survival. Water board needs to not just address internal structural racism, but also external. Need to see how external systems affect internal. Irrigation leadership used to be heard.
255	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Need to figure out how to engage kids early on and partner with the education system
256	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Deep Historical Analysis: A third party should do an analysis that traces inequity across water history related to the Water Boards and their current practices and policies. Have not seen a state agency recognizing the historical racism and then righting the wrongs.
257	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Fix the phone system at state board HQ. Don't use covid as an excuse
258	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Water Rights and Tribal Treaties: State of CA has unratified treaties. Restore water rights that are associated with those treaties. Anything beyond that is just lip service to Tribes.
259	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Water rights are based on inequity and in a time when many people had few to no rights, sometimes not even considered people. While water rights law modernization/reform may be a longer-term goal, there could be a greater effort to improve programs, policies, decisions, and alternative actions to recognize the inherent inequity and acknowledge the injustices.
260	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Enforcement: make people (polluter) pay, maybe then they'll realize how serious this racial equity resolution is
261	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Remember everyone is indigenous and BIPOC
262	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Include qualifications with data
263	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Transparently describe instances where the Water Boards has created harm and take accountability: Transparency important in repairing harm - needs to be part of action plan
264	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Fertilizers are impacting beneficial uses. Need to revert to organic and more responsible application practices
265	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Seek feedback and input on KPIs
266	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Farmers are told that they have a right to farm, but we have a right to clean water
267	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Focus on SWRCB jurisdiction unless absolutely necessary
268	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	local governments aren't doing much, State Board is out of Sacramento, need more boots-on-the-ground staff and workers
269	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Elect State Board members
270	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Need to have way for people to report when government staff fail to follow racial equity resolution; Is there a portal or something where people can report? If not, there needs to be. It's critical for racial equity resolution to be successful
271	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	SJV Blueprint water supply
272	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Hold meetings at times when working people can attend, 4pm is too early for people who work 8-5
273	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Beware of statistics, they only tell part of the story
274	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	The Resolution also states, "Historical land seizures, broken promises related to federal treaty rights, and failures to recognize and protect federal reserved rights, have resulted in the loss of associated water rights and other natural resources of value."
275	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	We're collecting data because it's easier than actually curtailing diversions and pollution
276	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Acknowledging current system clogging up the arteries of our land +

277	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Impact of our watersheds +
278	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Living breathing ecosystem
279	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Nov. 21 - Dec. 22 - very fast process
280	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Obstacles and challenges - fresh pair of eyes / healing the land and our connections to water is for all of us. Helps with the blaming
281	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	The ground of this effort - to start a dialogue. Expectation - process will take time. Raising awareness / long haul / work ahead of us
282	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	How to get people engage / challenge - blame for the past. And how do we have conversations in today's time frame
283	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Tighter vineyard and agricultural regulations on pollution entering waterways. Those who depend on the Russian River and fish/wildlife/people are subject to this pollution as well as the harmful algal blooms that are happening every year and affecting living beings. There are ways to have sustainable farming that many farms do not use. Sustainable practices need to be mandatory at this point in our history.
284	unavailable	unavailable	SJV Blueprint Supply
285	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Tulare County General Plan (1970s). Take active role
286	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Water rights system is antiquated, needs to be rethought. First in right, were not first, need to recognize tribes that were actually there before the water rights established in the early 1900's.
287	July 25, 2022	July 25 - Southern California Action Plan Workshop (Mecca, CA)	Communities that share zip codes may not be the same at all.
288	July 25, 2022	July 25 - Southern California Action Plan Workshop (Mecca, CA)	Consistency in cleaning reservoirs
289	July 25, 2022	July 25 - Southern California Action Plan Workshop (Mecca, CA)	Don't expect communities to change for our benefit, we should change for their benefit.
290	July 25, 2022	July 25 - Southern California Action Plan Workshop (Mecca, CA)	Dust, lithium leads to asthma in most children in the area.
291	July 25, 2022	July 25 - Southern California Action Plan Workshop (Mecca, CA)	Grants, funding, projects take too long.
292	unavailable	unavailable	The action plan is taking too long to be released. Agencies like DWR have recently released a plan and we have taken years to release a resolution, https://water.ca.gov/-/media/DWR-Website/Web-Pages/About/Files/DWR-REAP-06142022-FINAL_ay11.pdf There are well known racial equity action/strategies the WB can take on now absent of an action plan especially in area of recruiting diversity. We shouldn't expect it to be perfect and should iterate the plan overtime but the Board is taking too long to release actual actions. We are already losing qualified diverse candidates by not implementing hiring practices that support diversity like candidates who have declined offers because of the Board's telework policy. There's no reason Divisions can't begin activities that support racial equity before a Board wide plan is released. Division leadership can direct staff to participate at job fairs or virtual ones designed to reach BIPOC communities.
293	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	To increase the potential of fulfilling strategic directives, defined goals and objectives, is suggest creating threads to weave strength among all parts. Such a thread would be recognizing that "structure and system" is one of the best elements of the Water Boards adopted Racial Equity Resolution (Resolution No. 2021-0050). The acknowledgment of the "structure and system" in Section 3 and its context in identifying and addressing the inequalities in Section 7 and other. "Race as a Determinant of Environmental and Racial Inequities_3. Historically, decision-makers representing government agencies used race to establish structures and systems that continue to deliver disparate outcomes, including wealth, health, educational, and environmental inequities."
294	July 25, 2022	July 25 - Southern California Action Plan Workshop (Mecca, CA)	Need more data about specific natural elements in soils and water (different contaminants).
295	July 25, 2022	July 25 - Southern California Action Plan Workshop (Mecca, CA)	Water filters in each home, provided by the County/State

296	July 25, 2022	July 25 - Southern California Action Plan Workshop (Mecca, CA)	Water in reservoirs is contaminated with pesticides and chemicals from agricultural uses and people are forced to use it because no other water is available.
297	July 27, 2022	July 27 - Central California Action Plan Workshop (Visalia, CA)	Strive for #3 reduction of MCL's in communities of color
298	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	This goal is the status quo. :-)
299	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Use original voices
300	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Being that the Doctrine of Discovery bell cannot be unring, see "Unring the Bell", we must forge new bells to ring in racial harmony—forging the bells of the Age of Rediscovery and the Doctrine of Rediscovery.
301	July 25, 2022	July 25 - Southern California Action Plan Workshop (Mecca, CA)	Q: Would equity look at people over wildlife?
302	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Will the Racial Equity Action Plan be a general or coordinated plan?
303	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Seeking to do actionable Land Acknowledgements which have action items the Water Board and community members should strive to enact as praxis within our own work. This should be done for all in-person meetings, but also for meetings over zoom. Good ways of including action items include linking Land Back fundraisers, giving knowledge on local Indigenous food sovereignty or other community efforts, etc.
304	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	set up system to solicit and translate traditional ecologic knowledge into decision making. Partner with Warrior Institute (Hoopa)
305	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	use health data of native communities to correlate with water and ecological health
306	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	satellite offices more north than Sacramento
307	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	better tribal consultation and outreach
308	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	tribal population percentages are never captured in water board demographics stats
309	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	paid interns to work with tribes
310	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	state needs to figure out how to fund environmental depts/groups for/within tribes
311	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	More data and stories for the impact of white culture on fishing/ceremony for mental health and physical health, tribes lose familial engagement part of culture
312	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Value natural tribal knowledge and experience with scientific measurements of water and ecosystem health
313	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	allow pre-recorded statements to be played at meetings, for those who don't have access to internet for public feedback
314	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	landowners should not be able to own land right up to the river - and then deny tribes access to evaluate salmon health
315	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	farmers water fallow land to retain use it or lose it water rights - change policy
316	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	schedule outreach and engagement around tribe ceremonies, rather than asking them to squeeze into water board schedule
317	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	include fire mgmt decisions as part of ecosystem view
318	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	tribes struggle with a "lack of water rights" because the water was stolen. Change policies and the language in the board resolution
319	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	water boards should join social media groups with relevant content (with permission) ie-facebook group for a specific issue
320	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	the water board needs to actually pursue a fruitful relationship with tribes and historically marginalized communities
321	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	call/show up in person to engage tribes. Try direct mail to reservations:PO boxes. Tribal newspaper announcements
322	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	15-20% reductions are an extreme penalty to tribes, who are already struggling with a lack of water and already conserving water
323	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	stand up to the cowboys

324	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	CA water action plan is being decided on politics. Don't let the racial equity action plan go the same route
325	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	reduce diversions and pollution
326	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Enforce existing laws to limit pollution and establish instream flow requirements that protect ecosystems and river-dependent Tribes.
327	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Talk about equity, if there is no equity, we will never be able to be on an equal path with others, there is little support for our communities. (original comment in Spanish)
328	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Talk about equity, if there is no equity, we will never be able to be on an equal path with others, there is little support for our communities. (original comment in Spanish)
329	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Racial Justice, Equity. (original comment in Spanish)
330	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	It is important that our political leaders also consider this information for the community, so they can truly be inclusive, for the information and the water resources to get to us. (original comment in Spanish)
331	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Politicians must be present and address these issues in their statements. Needs to be human, water is life, without it we cannot live, neither animals nor humans. Water quality affects all areas: health. (original comment in Spanish)
332	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Work with the companies that pollutes the water, solve the problem together. WE ARE IN AN EMERGENCY for our future generations, to make sure they can grow up in a healthy environment. Share the information to children, adapted to their understanding, raise awareness + prevention. (original comment in Spanish)
333	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Empower community leaders, organizations advocating for the environment. (original comment in Spanish)
334	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Provide resources to everyone. (original comment in Spanish)
335	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Intentional inclusion. (original comment in Spanish)
336	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Put ideas into practice. Educational and informational workshops for prevention and intentional Racial Equity awareness. (original comment in Spanish)
337	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Speak the language of the communities you serve. (original comment in Spanish)
338	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Give workshops and provide training to communities/organizations/schools. Put ideas into practice. Educational and informational workshops for prevention and intentional Racial Equity awareness. (original comment in Spanish)
339	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	The power that access to information will give us, this will give us the power to get involved, to continue advocating for the rights of the communities who need water, and stop their control over our water. Low-income communities need help, we need access to quality water. (original comment in Spanish)
340	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	Remove barriers to community access and participation in water decision-making (original comment in Spanish)
341	July 20, 2022	July 20 - Statewide Virtual Action Plan Workshop (via Zoom)	We have the right and responsibility to take care of water. (original comment in Spanish)
342	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	There are communities where the water is not good for human consumption, this is an injustice that must be addressed. (original comment in Spanish)
343	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	There are communities where there is not even water, only mud, it smells bad. This happens for example in areas like Tooleville. We ask Exeter to pass on its water but has not yet done so. In this area the water problem has been hard. (original comment in Spanish)
344	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Areas where there was a majority of Latinos or people of color did not have access to water. It seems unbelievable, but these are problems that continue to exist. (original comment in Spanish)
345	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	For this there should be a vote to know who has the highest position at the Water Boards. Campaigns to know how they are elected, and communicate with those who are going to vote, to create campaign would be important, to let people know the importance of the Water Boards, how it is formed. More transparency. (original comment in Spanish)

346	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Staff does not have to change if the lack of clean water won't be checked more often. (original comment in Spanish)
347	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Do more surveys. (original comment in Spanish)
348	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Have fairs during the weekend with games for children, music, food, etc. (original comment in Spanish)
349	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Hold meeting after 6:00 pm. (original comment in Spanish)
350	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Inclusive- to who?
351	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Use Facebook Live during meetings to let people comment and join the meetings. (original comment in Spanish)
352	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Hold meetings after school in the school (school hours) or in churches after mass. (original comment in Spanish)
353	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Give water ESL workshops to explain water topics. (original comment in Spanish)
354	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Give incentives either discounts or products to regulate water use, in bathrooms, gardens, and toilet. (original comment in Spanish)
355	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Connect homes that have private wells and consolidate them to larger water systems that are deep and non contaminated. (original comment in Spanish)
356	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Bottled water is not a long term solution. (original comment in Spanish)
357	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Hold Water Board meetings at the same time as they have potable water distribution. (original comment in Spanish)
358	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Inclusive and thoughtful translation. Academic language alienates even if translated
359	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Regions and Regional differences in language, not all Latinos/Hispanics are the same
360	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Language and just approach—> don't overload w/ information.
361	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Direct participation with communities, not through virtual platforms.
362	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Outreach through news outlets to let people know about these issues, bilingual radio and even announcements on several TV channels. (original comment in Spanish)
363	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Use more means of communication, those used by all communities. (original comment in Spanish)
364	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Raquel Cortez de Mendota cannot use the water for cooking, but farm workers family with many months of unemployment pay more than \$200 per month. It is sad that the water cannot be consumed. (original comment in Spanish)
365	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Program with stipends for younger people, so they can get internship and experience as said by the panelist. (original comment in Spanish)
366	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Miss Letcia from San Juakin will move to Kerman City because San Juakin county doesn't to anything to improve water resources. (original comment in Spanish)
367	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	One does not understand the report, especially when it is sent in English. (original comment in Spanish)
368	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	More conversational approach w/ communities it feels extractive when SWB shows up w/ surveys etc.
369	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Take something complex- simplify. Use examples!
370	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Give communities direct line, phone #'s to WB staff, people are sometimes unwilling to speak in public
371	July 21, 2022	July 21 - Northern California Action Plan Workshop (Redding, CA)	Support open calls for communities with vacant Board positions. (original comment in Spanish)
372	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	RE toolkit included in business rules for select sections
373	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	mentoring program functioning and including BIPOC staff and managers, include specific coaching on career advancement
374	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	Outreach and recruitment plan in place to increase BIPOC representation and staff

375	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	Talk more about all of our backgrounds and how that impacts our work
376	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	Add DDW specific RE training or discussions
377	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	We are monitoring demographic impacts of enforcement and rulemaking
378	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	measurable increase in BIPOC representation in staffing and management
379	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	Outreach to BIPOC communities on MCL impacts
380	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	List of community partners established and consulted on appropriate decisions
381	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	engage with communities to develop racial equity training for DDW staff
382	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	survey communities on what data is most useful to them and in what formats
383	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	for regulatory processes, permitting etc. forums established to gather community input and wisdom
384	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	work on BAT solution sets with BIPOC communities
385	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	Strategic communications action plan, planning ahead on messaging regarding important actions; partner with OPP and OPA
386	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	BIPOC community input on MCLs
387	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	community data gathering programs
388	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	Identify the most impacted BIPOC communities that DIT serves directly. a. Document how they are impacted. b. Identify how - can help BIPOC groups in our division
389	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	DIT provides internal support to programs that engage externally- indirect impacts
390	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	Continue to identify customer needs (Internal) so they can best engage with their customers (external)
391	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	create practices for programs to implement and track outreach and effectiveness of tech usage in reaching BIPOC communities
392	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	Attend more workshops, activities with the program areas
393	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	Internal workgroups and project teams are inclusive and have BIPOC representation.
394	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	hold intra-Division meeting(s) on RE
395	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	Policies are developed and communicated using plain language
396	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	Ensure accessibility through mobile friendly applications, for those that have limited access
397	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	Make full use of internal resources (Individual staff perspectives, less-traditional knowledge of IT uses and impacts, etc.
398	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	What is sharing knowledge for DIT - Innovation, capabilities? More direct work with communities to evaluate tech capabilities, including program areas?
399	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	What is DIT's "power" to share?
400	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	Implicit bias training/ resources and how they link to data (data collection, visualization, etc. internal+ external)
401	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	Identify which marginalized communities are not engaging with our data- Probe why they are not.
402	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	Training for communities on how to engage with our data
403	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	Implementing open science/participatory science principles in all programs applicable
404	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	During our annual or triennial review of program plans etc. make sure we look at those with a racial equity lens. For example, STEW realignment
405	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	Offer data literacy training on both environmental and demographic data used in all REAPs

406	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	Have a policy (or procedures) in place to address community data sovereignty
407	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	All-staff training on the role of govt in systemic racism
408	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	Spaces to normalize RE discussions, sharing, support. Book clubs, lunches. Etc
409	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	Acknowledgement of ongoing trauma that impact folks day-to-day i.e. Buffalo
410	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	Resources for ongoing training and education--onboarding new staff as well as staff growth
411	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	Having a more diverse workforce that reflects the communities we are aiming to serve
412	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	Incorporating community datasets into our analyses
413	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	Creating line items in our contracts that specifically apply resources toward community engagement into the work.
414	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	Measured result: Are we hearing the voices from communities regarding our program results and reports? Are we seeing a broader usage of shared data in impacted communities and to make shared decisions
415	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	Compensation (monetary, day care) for engaging for the Water Boards. Not asking communities for "free labor" to tell us what they need
416	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	Measuring success: are we using datasets that are important to the communities we serve
417	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	How many projects, permits, policy decisions use open science, FAIR and CARE principles with regards to data and code transparency?
418	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	Show community members how we are applying their feedback. Thru data analysis & visualizations. Tell communities what steps we're taking to accomplish their feedback
419	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	expand the role and technical knowledge provided by the Clean Water Team to work with broader communities.
420	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	Grants and contracts for community orgs or members to contribute advice through panels and groups
421	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	Making BIPOC members a key element to TACs
422	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	list and engage with potentially interested parties
423	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	Identify potential missing stakeholders
424	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	# staff attended RE training, diversity of instructors
425	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	expand recruitment efforts
426	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	Update duty statements and change projects/task priorities to dedicate more time for DEI work.
427	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	more cross training in ORPP so all can help all teams with engagement to improve representation
428	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	360 degree evals of managers
429	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	lead on workforce efforts
430	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	include DEI in screening, interviews, performance, and other processes
431	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	more time in affected communities
432	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	Identify existing partnerships and expand who from ORPP can engage
433	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	don't rely on small set of people in ORPP
434	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	Estimate and measure outcome metrics
435	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	Estimate and track output metrics

436	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	focus on creating space
437	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	find out what community needs/interests/priorities are
438	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	increase media/educational outreach in identified communities
439	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	water rights permitting, communication and translation needs
440	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	Keeping communities informed about upcoming hearings
441	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	measurement of who is having to have hearings and why
442	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	list of pro-bono attorney available on the website already (maintain and keep updated)
443	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	mediation programs before hearings
444	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	find out from communities what they don't understand
445	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	get the facts
446	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	Keeping communities informed
447	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	Assesment of the "needs" of the client we're serving (attorneys vs. mom and pops)
448	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	clear legal language
449	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	Make hearing notices clear
450	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	lists of other available resources to help prior to hearings being necessary
451	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Balanced needs at the local level. Competing priorities b/w conservation, access
452	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Any inequities in funding outcomes are intentionally addressed and corrected
453	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Active engagement from management across the organization in the development of the Action Plan
454	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Better knowledge of our coworkers to know who they are and where they come from. Lean and learn from colleagues.
455	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Communities and their representatives have equitable opportunities for participation in our government
456	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Alignment between the intent of the RE resolution and actions taken.
457	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Base funding policies/priorities on CBO-funded information gathering from communities on the ground
458	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Engagement around equity as part of everyone's jobs
459	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Lean and learn from colleagues
460	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	All communities and their representatives have equitable opportunities to influence Board policies & decisions
461	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	New staff reflect the demographic characteristics of local communities/CA as a whole
462	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Equitable support for implementation of new standards for PFAS, Chrome-6, etc. Enough funding and support for implementation. These standards add more burden to already-impacted communities
463	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Prioritizing underserved communities in all programs of the Boards. Consider equity every time you approach something
464	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Having demographic data related to program goals
465	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Incorporate concrete actions around climate change impacts on communities of color
466	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Mapping priority areas for wastewater infrastructure

467	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	training program for the public on how to participate in WBs process
468	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	transparency with staff and EEO process- understanding between staff and EEO
469	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	additional training for staff on hiring- how it works, outreach,
470	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	review classifications and re-evaluate positions to meet WBs 2022 needs; include more folks with communication or other backgrounds
471	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Increasing BIPOC and LGBTQ+ representation in leadership positions at Water Boards
472	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Identifying contaminated sites in DACs (not necessarily funded by/for redevelopment)
473	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	workforce development in communities; ex WW operators cert
474	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	training for staff on racial equity
475	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Address implicit bias in Hiring- remove last names from apps, age, schools (years of graduation) etc.
476	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Hiring diverse staff to represent their own communities; communities have someone at WBs they can connect to
477	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	review classification and pay
478	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	gathering information (including what data is missing) when making decisions or taking action
479	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Continue opportunities for remote participation as we transition out of the pandemic and provide other opportunities to attend (ex go into RB office, local library, tribal offices)
480	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Waterboards staff feel like they can be their authentic selves- LGBTQ+ Folks feel welcomed and not 'othered'
481	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Increase cultural competency by increasing diversity in leadership positions- diversity in both application pool and applicant review panels
482	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	review classifications for outdated requirements
483	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Have concrete racial equity actions, priorities to fund, build capacity and monitor progress on - all climate related actions. (Resolved paragraph 6)
484	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Broadening water rights to incorporate BIPOC communities (beyond just tribal communities), i.e., more collaborative engagement with other BIPOC communities.
485	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Revamping the hiring process to help hire and retain folks from diverse communities. Better and consistent training for hiring committees.
486	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Paid participation from communities that we serve that are historically underrepresented. Compensating them for their time.
487	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Look at funding sources and biases within those sources and how they might influence our decisions. Take those into account and mitigate biases.
488	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Trying to connect to different universities to recruit BIPOC candidates during the hiring process.
489	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Reclassify some of the jobs to capture talent who have other backgrounds than we typically hire from.
490	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Water rights - focus on how to enhance tribal water rights in California.
491	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Hiring specifically from marginalized communities in California that historically are not well reflected in the WB staff.
492	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	More support for candidates during the hiring process.
493	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Overlapping with other state agencies - urban greening and stormwater infrastructure for BIPOC/DACs
494	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Can't just use the same networks and expect to get better results.
495	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	EEO process revamp to help people feel less burned by the process.

496	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	More aggressive and innovative recruitment methods to get more diverse staff. A better deeper pool of applicants.
497	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	training for staff
498	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	tools and procedures for staff
499	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	water quality control plan for discharges in to smith river estuary
500	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	funding and staff resources to implement activities; right now redirection
501	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	better data base and tracking enforcement tools in underserved communities
502	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	get local offices to join racial equity journey
503	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	tribal beneficial use process and apply to all regions happening in
504	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	local bias training
505	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	funding and training for tribes and tribal communities
506	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	develop more target enforcement approach across program areas
507	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	office north of santa rosa
508	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	funding for tribes to engage
509	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	tools to audit where majority of inspections-make sure we are putting resources where they need to go; using GIS mapping
510	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	more tools and resources in irrigated lands program
511	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	north state offices (universal)
512	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	long term scott and shasta river flow set; right now disaster by disaster
513	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	recruitment centered on reaching diverse communities
514	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	strong temp management plan in sac and trinity river
515	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	develop tool similar to enviroscreen -look at water impairments in different communities
516	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	finish processes that relate to RE resolution
517	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	more enforcement resources/funding (dedicated)
518	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	finish phase one and two of delta updates
519	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	hiring redesigned to check on implicit bias
520	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Work with CalHR to figure out classification system (social scientist classification doesn't allow for mobility and captures the work that is needed)
521	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Changes in permitting processes (analysis on env impact or historical impact) and seeing how those permits are granted (for example, storm water permits)
522	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Faster funding (being able to bypass some of the hurdles we have) by recognizing the need for flexibility
523	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Every regulatory and financial decision that goes to WBs should explain how it advances racial equity
524	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Increase in workforce development and leadership programs (%) for BIPOC communities
525	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Needs assessment (on human right to water) would be proportional to the way funding is distributed
526	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Greater % of BIPOC and funding for Groundwater cleanup

527	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Ensure rural communities are represented (a present opportunity would be the telework policy)
528	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Great %s of BIPOC communities with access to safe, clean and affordable drinking water
529	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Cleanup and abatement orders and how this impacts tribes and how we engage with them
530	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Reprioritize (Ex: if there is a project that will impact BIPOC communities, how could they be prioritized/moved up on the list)
531	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	ALL: Great % of BIPOC applying to positions
532	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Improve Regional and State Water Board member recruitment process (helping people learn what being a regional board member is and looks like, partnering with Governors office)
533	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Monitor/release numbers and statistics
534	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Having a staff (management and staff) that are more reflective of the state of California population
535	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Professionalize RE work, fund, and prioritize
536	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Make tough decisions. Budget reallocations/ budget for this work!
537	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	We HAVE to start internally. Cannot change communities without changing our organization first
538	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Better measurement tools
539	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	More outreach, education, and instruction
540	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Grants more accessible to the communities we work with
541	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	RE and inclusion department
542	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Mandatory RE training
543	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Release info in how those numbers have changed
544	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Not everything is win win, we have to make tough decisions. Make the space for RE work, reallocate resource. RE should be a focus!!
545	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	put resources in the communities that need them
546	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Prioritizing protection of public trust flows with a focus on tribal fisheries
547	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Building more diverse community partnerships that can be positive ambassadors to communities in needs
548	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Improve recruitment/hiring to better engage with diverse communities and increase workforce diversity
549	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Every media outreach effort we do includes journalists from BIPOC communities, who have trust in those communities, and who have a sense of what those communities care about
550	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	20% of cleanups are in historically redlined communities
551	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Educating and engaging all current and new WBs staff on racial equity
552	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	We have a clear process for language access/translation for all WBs communications
553	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Increasing direct awareness of needs and preferences of affected communities to inform visual communications
554	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Hiring, Recruitment, and Training Practices: Restrictive classification/pay system
555	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Hiring, Recruitment, and Training Practices: CalHR's and WB HR's involvement in the hiring process sorts out candidates for seemingly arbitrary reasons who may be qualified and may have been actively recruited.
556	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Hiring, Recruitment, and Training Practices: Lack of outreach to diverse communities for potential hiring candidates

557	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Hiring, Recruitment, and Training Practices: Funding
558	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Hiring, Recruitment, and Training Practices: Existing rules and regulations
559	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Hiring, Recruitment, and Training Practices: State rules and regulations
560	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Hiring, Recruitment, and Training Practices: Existing EEO Laws
561	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Hiring, Recruitment, and Training Practices: Most racial equity training is voluntary, not yet mandatory
562	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Intentional, Normalized, RE Implementation: Direction
563	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Intentional, Normalized, RE Implementation: Leadership
564	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Intentional, Normalized, RE Implementation: adequate resources available to implement
565	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Intentional, Normalized, RE Implementation: leadership's inability to see the connections between our work and racial equity
566	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Intentional, Normalized, RE Implementation: Internal training and expectations
567	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Intentional, Normalized, RE Implementation: Management buy-in and engagement
568	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Intentional, Normalized, RE Implementation: Regulatory and statutory hurdles
569	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Intentional, Normalized, RE Implementation: Staff resistance to buy-in.
570	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Intentional, Normalized, RE Implementation: Lack of Adequate Long-Term Budget Change Allocation
571	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Leadership and Resources: Lack of trust
572	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Leadership and Resources: Political climate
573	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Leadership and Resources: Office politics
574	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Leadership and Resources: Lack of staff capacity
575	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Leadership and Resources: Political interference
576	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Leadership and Resources: Existing rules and regulations that currently don't allow us to do some of the things we have identified.
577	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Leadership and Resources: we need a zero tolerance policy for racist staff
578	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Leadership and Resources: accountability
579	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Leadership and Resources: leadership's inability to see the connections between our work and racial equity
580	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Leadership and Resources: Existing funding restrictions
581	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Leadership and Resources: Local leadership
582	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Leadership and Resources: Majority white hiring panels
583	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Leadership and Resources: Lots of talk no action
584	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Leadership and Resources: Lack of focus and follow through
585	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Leadership and Resources: Transparency
586	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Leadership and Resources: micromanaging and lack of trust in staff
587	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Leadership and Resources: lack of culture knowledge
588	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Leadership and Resources: competing priorities

589	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Leadership and Resources: Implicit bias in leadership
590	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Leadership and Resources: Funding
591	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Leadership and Resources: Regulatory capture. Those whom are regulated and powerful will not want this.
592	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Leadership and Resources: Counties and enforcement agencies racism.
593	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Leadership and Resources: Bold leadership
594	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Leadership and Resources: disengaged staff- "this doesn't apply to me"
595	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Leadership and Resources: Racist and unregulated water rights system, especially in rural regions impacts equity
596	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Leadership and Resources: hiring people they know/family/friends.
597	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Leadership and Resources: White Leadership is Taking Space more than Making Space for BIPOC Leadership to Step Up into Positions of Power
598	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Community Representation: Lack of resources for educating/training for staff about communities that they work with and the needs of those communities
599	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Community Representation: Blockers to community representation: Lack of funding for community members, limited time availability, and often in rural communities with limited travel and internet access.
600	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Community Representation: Lack of understanding/agreement about the value of community representation
601	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Community Representation: Lack of representation within the Water Boards of staff who have relevant backgrounds that would give them insight on how to facilitate community engagement.
602	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Community Representation: Over-reliance on input from paid lobbyists and groups
603	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Community Representation: Funding for communities to participate
604	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Community Representation: knowledge of who the community is
605	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Community Representation: Existing perception of communities with respect to Water Boards ability to address their needs/engage/support.
606	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Community Representation: Lack of Staff Resources to Conduct Community Outreach
607	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Community Representation: Lack of proper outreach to affected communities
608	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Community Representation: how to contact the community
609	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Community Representation: proper outreach
610	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Community Representation: Capacity and resources (time, funding, etc.) to participate.
611	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Community Representation: The "Ivory Towers" -- Offices are Siloed in Predominantly White Communities
612	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Equitable Operations: Unwillingness to Abandon/Limit Scope of Existing Projects to Create Resources for New RE Initiatives
613	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Equitable Operations: Not all voices are heard currently
614	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Equitable Operations: State contracting rules etc
615	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Equitable Operations: Inability to Shift Resources/Lack of budget support from State Leadership
616	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Equitable Operations: Lack of focus and poor execution
617	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Equitable Operations: aligning resources with RE priorities

618	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Equitable Operations: A focus on what's not possible vs what is possible
619	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Equitable Operations: Legal complications related to confidential data.
620	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Equitable Operations: Leadership doesn't put themselves in BIPOCs shoes when making decisions that directly impact them
621	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Equitable Operations: Inaccessible Information/Statistics, Lack of Benchmarks/Metrics
622	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Inclusive SWB Culture: Support that is meaningful and not superficial
623	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Inclusive SWB Culture: each division is very different and will have different culture -hard to bridge for all State Board to have general
624	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Inclusive SWB Culture: Internal resistance to change.
625	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Inclusive SWB Culture: Internal Resistance from some staff
626	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Inclusive SWB Culture: Inadequate communication and training
627	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Inclusive SWB Culture: Trust
628	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Inclusive SWB Culture: Lack of trust
629	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Inclusive SWB Culture: Need for welcoming and inclusive leadership
630	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Inclusive SWB Culture: Discussions of personal identity and opportunities to connect are limited. Although sometimes encouraged by management, current culture discourages the discussions.
631	May 3, 2022	May 3 - Water Boards Staff Visioning Retreat	Inclusive SWB Culture: Willful Ignorance to Importance of Racial Equity, Diversity, Inclusion, & Belonging
632	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Statewide training on tribal history and engagement. Most of us aren't equipped with the tools to do this.
633	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Reduce obstacles to funding for EJ communities.
634	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Facilitate partnerships with NGOs. They are a great resource and have passion for this work.
635	May 26, 2022	May 26 - Water Boards Staff Support Lunch	identify factors influencing students' choice of college major, improve representation in our fields. E.g., work with universities, shadow day with MESA.
636	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Hold social events to build connections. Learn about our own roots, be empowered.
637	May 26, 2022	May 26 - Water Boards Staff Support Lunch	A reference link to any Tribal relate reports - Consultation and Outreach by our SWRCB Tribal Affairs office, Regions/DDW.
638	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Totally agree! Racial covenants were more insidious than redlining, and survived until 1948
639	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Statewide training on Tribal history and engagement
640	May 26, 2022	May 26 - Water Boards Staff Support Lunch	On culture, for future meetings, can a culture, or cultural event be discussed and talked about? I'm seeking more education and like the idea of hearing it from the people I work with.
641	May 26, 2022	May 26 - Water Boards Staff Support Lunch	A refresh for CA Native American Tribes on water rights and beneficial uses.
642	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Managers should be allowed to share openly, identify employee needs.
643	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Facilitate discussion similar to this one for management.
644	May 26, 2022	May 26 - Water Boards Staff Support Lunch	I have two positions to fill due to retirements - our work force in various departments are reaching retirement. Make sure to be able to transition good supervision and management skills and positive organization culture.
645	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Ensure that the EEO processes that are in place to respond to racial equity/harassment complaints are effective.
646	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Right now EEO processes are black boxes. How do we know if the processes are effective at addressing complaints?

647	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Have employees that have submitted complaints been asked about the outcome of those complaints? Have an independent committee review the process and outcomes.
648	May 26, 2022	May 26 - Water Boards Staff Support Lunch	More transparency will build trust and ensure that EEO processes are effective at advancing equity and creating a respectful workplace and are not perpetuating entrenched behaviors.
649	May 26, 2022	May 26 - Water Boards Staff Support Lunch	This way of sharing is a great idea. Thank you.
650	May 26, 2022	May 26 - Water Boards Staff Support Lunch	More required training/participation for management and supervisors to be involved in racial equity planning and implementation
651	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Direction regarding appropriate actions and timelines to have in plans, given that resources are limited - has leadership helped us operationalize the vision that RE be considered in all our programs and decisions? This may involve telling people when RE is <i>not</i> the top priority.
652	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Consideration of how equitable are the distributions of water rights in the State of California.
653	May 26, 2022	May 26 - Water Boards Staff Support Lunch	I would like to see in the action plan some response to the seizure and acquisition of resource rights by coercion without due process of tribal land or realistic compensation
654	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Required racial justice trainings - good ones too. Trainings that are engaging and set employees up to more effectively identify issues and to engage with a broad scope of groups. This includes groups that rarely engage with the government/tend to avoid government involvement like Hmong communities.
655	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Would highly recommend a study between climate change and how its consequences would impact communities of color and tribes regarding quality of drinking water, stormwater, beaches/oceans, etc.
656	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Would highly recommend the state board to pass resolutions for staff to investigate what more we could do to reduce green house gases, water waste, etc. of the entities that we regulate (not just our own agency/staff)
657	May 26, 2022	May 26 - Water Boards Staff Support Lunch	We all know that the consequences of climate change is only getting worse and will impact everyone but especially communities of color and tribes. We need to do more to mitigate the impacts of climate change
658	May 26, 2022	May 26 - Water Boards Staff Support Lunch	More resources for our language access team
659	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Have our executive management issue a guidance statement that, in our regular work, we stop speaking or writing the acronym for Comprehensive Annual Financial Report. In 2021, the Governmental Accounting Standards Board issued a ruling indicating that the name of the report be changed to Annual Comprehensive Financial Report, and acronym changed to ACFR. The change was made because the prior acronym, when spoken, is highly offensive to certain races in certain countries.
660	May 26, 2022	May 26 - Water Boards Staff Support Lunch	I want us to expunge the writing and speaking of the prior acronym in our daily work.
661	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Scientists pay equity should be talked about..... No one is paying attention on how the professionals are suffering let alone we can ever solve problems of general public when we cant even raise our voice for our own... show us any state classification where the immediate supervisor make 53% more than rank and file Government needs to walk the talk,,,,, saying 96B surplus vs salary equity denial shows the real intentions.... Suppressed workforce may not work with full competency let alone they will fight climate change...
662	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Clarification of the investment/accountability theme
663	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Consideration of how Sustainable Groundwater Management Act implementation will be completed equitably, and a plan to do so.
664	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Standardized metrics regarding racial equity

665	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Prioritizing and providing increased resources for public participation to support increased participation of BIPOC.
666	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Broaden job classifications that the Water Boards have access to in order to account for a broader more diverse set of skills and experiences
667	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Collaborative problem solving with stakeholders is great. Unless you're from a group that doesn't have the resources to participate in that collaborative process. There is a tendency for management to focus on protecting those collaborative relationships at the expense of advocating for those groups that are not represented. This can create bias in the decision-making process.
668	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Clarification of the <i>power</i> part of "sharing power and knowledge"
669	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Lots of coordination with others, since some efforts will be led by programs, some by OPP, some by DAS, some by a mix
670	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Allow management to speak for employees so they can deliver what the Californians deserve for their tax dollars
671	May 26, 2022	May 26 - Water Boards Staff Support Lunch	More integration of different areas of the water board where racial justice issues arise in one area, such as enforcement, that are best addressed by another area (such as OSWS/DFA).
672	May 26, 2022	May 26 - Water Boards Staff Support Lunch	How is the SWB better targeting job opportunity outreach to a more diverse job pool.
673	May 26, 2022	May 26 - Water Boards Staff Support Lunch	To make progress towards having community engagement led by people of the community's demographic background, do we need to get many more people trained and supported in both a wider range of topics and in engagement best practices? And how do we be sure everyone is not going to the same BIPOC folks, asking them to learn a new area and lead community engagement in that area?
674	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Allow for more flexibility in full-time telework when specific positions duties allow for it. Having flexibility for staff to be located within the tribal communities and communities of color that we want to be engaged with and part of.
675	May 26, 2022	May 26 - Water Boards Staff Support Lunch	More opportunities for advancement for professionals with community engagement and social justice expertise (including non scientists)
676	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Formally acknowledging traditional ecological knowledge as a valid source of information to base Water Boards decisions on in addition to just science.
677	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Provide transparency and honesty in hiring/promotion process to avoid implicit biases and favoritism -
678	May 26, 2022	May 26 - Water Boards Staff Support Lunch	The executives tend to hire and promote people who look and speak like themselves. When you raise the possibility of biases, they immediately deny, but refuse to provide any basis/evidence for their decisions.
679	May 26, 2022	May 26 - Water Boards Staff Support Lunch	There is no accountability for the executives. They have no boss, and you feel so helpless when you feel discriminated against. You were told to find peace. How can you find peace without knowing the truth?
680	May 26, 2022	May 26 - Water Boards Staff Support Lunch	The employees have no resources and support when being hurt and harmed. Secrecy and fear prevent understanding and healing. But they are more concerned with protecting their power than helping hurting employees.
681	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Require supervisors, managers, and executives to demonstrate skill in constructively managing conflicting viewpoints. Many are immediately dismissive of other viewpoints and shut down discussion rather than deliberately examine and critique their own viewpoint. In some cases, they implicitly accuse staff of self-serving motivations. Those implications have a chilling effect on group problem solving.
682	May 26, 2022	May 26 - Water Boards Staff Support Lunch	To what degree has leadership decided the boards should fix historical problems / systemic issues?
683	May 26, 2022	May 26 - Water Boards Staff Support Lunch	To what degree does the board, or administration, support state support for community organizing, and would that be the administration, the board, OPP, or some other group in the lead? Asking since communities and interest groups not being organized limits how well they can interact with governments and others.

684	May 26, 2022	May 26 - Water Boards Staff Support Lunch	grant/return water rights to tribes based on stolen lands/treaties that were broken. Have different requirements for data needs for tribal communities seeking assistance, as sovereign nations
685	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Consult with Ca Tribal leaders to address
686	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Personal tools to address anger, Helplessness and hopelessness in face of recent social trauma
687	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Senior leadership tends to get information from the same sets of people. How can we get them to engage more with more people?
688	May 26, 2022	May 26 - Water Boards Staff Support Lunch	HR could work with CalHR to update exams and remove US-centric accreditation requirements
689	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Help me expect less from my job.
690	May 26, 2022	May 26 - Water Boards Staff Support Lunch	As a data person, I see the vast discrepancies in the resources available to DACs (software, staffing, equipment, funds to offer rebates, etc) vs the large, well funded agencies. There needs to be more funding and technical assistance available to put them on equal footing so we have better data.
691	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Our rural and remote areas are challenged with limited broadband access to participate in Board and Webinar information sharing.
692	May 26, 2022	May 26 - Water Boards Staff Support Lunch	When identifying involved parties or stakeholders for key communications, we need to make the effort to identify historically under-represented groups and ensure that we reach out to them where they are.
693	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Everyone here agrees that we should play a role but not everyone of the employees who aren't here agree that they personally have a responsibility, so this is something to acknowledge and address
694	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Yes. Our agency serves all Californians, regardless of their perceived agency/ power. In that spirit, it's important that we really go the distance in our outreach and engagement efforts. Everyone we serve is deserving of our time, attention, and respect.
695	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Speaking up when people are not treated respectfully because of their ethnic background.
696	May 26, 2022	May 26 - Water Boards Staff Support Lunch	We need a way to gauge our progress. Metrics are important. How do we know we are moving in the right direction?
697	May 26, 2022	May 26 - Water Boards Staff Support Lunch	We need credit for and time to work on racial equity efforts.
698	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Bringing the perspective of environmental justice concerns to our programs.
699	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Prioritization of racial equity
700	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Funding for partnering with NGOs so that we are not digging into their funds for our gains. Thinking about how to compensate groups that we rely on to support our outreach and engagement efforts.
701	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Be an ally to those on a team who may have experienced racial or other injustice. To speak openly about experiences and to share empathy and understanding. *If possible, to do outreach to water systems asking direct questions about access to water, and the concerns they have related to water quality.
702	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Assessment of language needs is required at the start of the project so that staff incorporate language access into the project and plans for it at the start.
703	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Developing annual goals (in performance review) that relate to DEI
704	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Focus on how the water related impacts of climate change may impact different communities inequitably and development of strategies to ensure for equity.
705	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Be hyper aware of racial justice issues I come across in my work and to reach out to colleagues in other departments when their office may be able to help.
706	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Honorariums or stipends for community participation when we are seeking their community knowledge. Similar to how we would pay for technical consultants.
707	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Maybe supporting and advocating for the equity resolution needs to be part of Duty Statements.

708	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Increase presence and visibility in the state: involvement (tabling) in community events, participating in parades, etc.
709	May 26, 2022	May 26 - Water Boards Staff Support Lunch	More internal education and training on California history with Tribes and how we should engage with Tribes during projects (both AB 52 processes and non AB 52 projects). Emphasis on respecting their knowledge, culture, and traditions.
710	May 26, 2022	May 26 - Water Boards Staff Support Lunch	I had a staff person ask me once why black and brown people are so angry. It was nice that they asked but bad that they had that stereotype and that I had the burden of representation. It is hazardous to your career to advocate for minority positions. Management will remember and you're unlikely to get promotions.
711	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Advocate for avoidance of inequities to water board staff that may result from the water boards return to office mandate.
712	May 26, 2022	May 26 - Water Boards Staff Support Lunch	As an employee who regulates drinking water systems, I believe a method in bringing racial equity into my work is by encouraging water system to be more sustainable (implement solar panels, reduce the use of fossil fuels, etc).
713	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Additionally, I could start quantifying the amount of green house gases that these water systems emit. Having this data will show how much the drinking water industry contributes to climate change. It will also especially show the contributions of green house gases emitted by wealthier drinking water systems vs disadvantaged drinking water systems
714	May 26, 2022	May 26 - Water Boards Staff Support Lunch	The climate change issue is a racial equity issue because the consequences of climate change will exacerbate the consequences we're seeing with racial inequities.
715	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Consider cultural changes in the water board so that the voice of staff do not need multiple layers of supervisory approval and editing before impacting practices and policies.
716	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Waive project fees for BIPOC community groups and tribes; more grant money for BIPOC communities for restoration projects
717	May 26, 2022	May 26 - Water Boards Staff Support Lunch	All staff roles should include advancing racial equity as part of their duties. It is a fundamental part of achieving our mission.
718	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Tools/guidance documents for hiring managers
719	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Funding for community capacity building and community engagement for projects. This requires management prioritization and value on engagement.
720	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Patience with inexperienced young staff
721	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Resilience with wrong assumptions based on perceived rank and file roles
722	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Provide self-awareness of personal culture bias
723	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Provide supervisory evaluations by rank and file
724	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Collaboration and domination ar different approaches
725	May 26, 2022	May 26 - Water Boards Staff Support Lunch	with different outcomes- dominance perpetuates violence
726	May 26, 2022	May 26 - Water Boards Staff Support Lunch	As a geospatial data user and analyzer, I think there is plenty that the Water Board can be doing with data to quantify the needs for further equity efforts. How equitable is access to water? How equitable are water rights distributions, and how equitable will be implementation of the Sustainable Groundwater Management Act? And answer these questions and develop plans and strategies in quantifiable ways. Not performative gestures, but quantifiable and tractable actions.
727	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Mandatory annual trainings similar to harassment trainings
728	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Be courageous and authentic. Be yourself. You don't have to pretend to be someone else in order to feel belonging. Our diversity is our strength.
729	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Hire (more) employees (community liasons) whose primary role is to build relationships with community groups

730	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Yes, more funding and technical assistance for underserved/represented/impacted communities
731	May 26, 2022	May 26 - Water Boards Staff Support Lunch	We could use assistance getting data from local municipalities and analyzing it regarding historic racially restrictive covenants codes and restrictions to better assess the current and ongoing racial-based outcomes.
732	May 26, 2022	May 26 - Water Boards Staff Support Lunch	Ability to connect with colleagues outside of my team and unit to build intentional relationships
733	June 23, 2022	June 23 - Water Boards Staff Support Lunch	Racial Equity should be all races not just one or two listed currently on your which list .. A movement of Upper Management to other offices would break up the Hives that have developed over Years. Thank you for your efforts and meetings.
734	June 23, 2022	June 23 - Water Boards Staff Support Lunch	Per DAS presentation re: that we are one org in the Admin space, how and when will action planning engage Regional Boards...very limited opportunity to date for us to participate and learn or get onboard with proposed actions. I think this is really important since we all have to implement and track to be successful...sooner is better! 2. Also, are we reviewing the CALEPA Equity recruitment and hiring Document to consider those actions? It's full of great suggestions for best practices and broader than our internal immediate plan mentioned.
735	June 23, 2022	June 23 - Water Boards Staff Support Lunch	What kind schools are included in recruitment? Includes community colleges, 4 year colleges, DAS/HR has compiled a list of colleges in CA
736	June 23, 2022	June 23 - Water Boards Staff Support Lunch	How will you track/measure progress on action items outlined? Have you developed metrics? How do you plan to communicate metrics to Water Boards? Qualitative data, racial data prohibited to collect by existing state law/ regulations. Goal: Want to make Water Board look representative of state as a whole.
737	June 23, 2022	June 23 - Water Boards Staff Support Lunch	My experience is with the UC system. I was wondering if people are familiar with UC's guidance on Prop 209: https://diversity.universityofcalifornia.edu/files/documents/prop-209-guidelines-ogc-full.pdf
738	June 23, 2022	June 23 - Water Boards Staff Support Lunch	If the recruitment process is purely about merit and "colorblind", that sounds like there is room for improvement to have a more equitable process. Are there any resources provided in the outreach to connect students and early career professionals with opportunities to gain more experience?
739	June 23, 2022	June 23 - Water Boards Staff Support Lunch	Even if we change recruitment, hiring panel doesn't change, what do we do about that? Make panel member more diverse, implicit bias training, etc.
740	June 23, 2022	June 23 - Water Boards Staff Support Lunch	I just want to lift up that while the merit-based hiring system may reduce nepotism, etc. there are flaws from an equity perspective on a structural level as well as on the human/individual bias level. For example, people need to understand certain jargon to effectively navigate the process - folks may have the necessary skills and experiences for a position but may not realize this because of the terminology that is used. They may not know how to "sell" their skills using the "right" words that are so specific to the State. I'm hopeful that the point in the action plan around helping people navigate the process will support may support with this type of thing.
741	June 23, 2022	June 23 - Water Boards Staff Support Lunch	I think if we offer even video walkthrough tutorials or tutorial helps with the postings that would be helpful, especially for ESL or other disadvantages/marginalization's - YouTube is very accessible and used by students coming out of college
742	June 23, 2022	June 23 - Water Boards Staff Support Lunch	Supervisors summarize RE initiatives and mention the RE workgroup frequently at meetings
743	June 23, 2022	June 23 - Water Boards Staff Support Lunch	When training is offered for my IT Team / we have specialized IT technical training.
744	June 23, 2022	June 23 - Water Boards Staff Support Lunch	Other managers recognized the work of my team. Staff appreciate that
745	June 23, 2022	June 23 - Water Boards Staff Support Lunch	QCreate safe space. Attend/support Racial Equity Employee Support Lunch Session and report back at unit meetings

746	June 23, 2022	June 23 - Water Boards Staff Support Lunch	As a supervisor, make sure to have a diverse hiring panel. Be aware of any biases that may exist during candidate interview evaluation(s). Understand and explain racial equity concepts to my team.
747	June 23, 2022	June 23 - Water Boards Staff Support Lunch	Attend/support Racial Equity Employee Support Lunch Sessions and report back at unit meetings. Speak up when you notice something that is not right. Shed light on it.
748	June 23, 2022	June 23 - Water Boards Staff Support Lunch	Increased diversity not just in staff but also management. I no longer feel like I was the odd kid out.
749	June 23, 2022	June 23 - Water Boards Staff Support Lunch	What do you do if you do not feel supported? I do not feel that management supports us here like they do at headquarters.
750	June 23, 2022	June 23 - Water Boards Staff Support Lunch	Slow process, I see history, consequences, and disparities, how do we reform that? Great to have supervisors trained in supervisor trainings they have been having, nice to see it come from the top, nice for us to have this space and allowing us to have these conversations
751	June 23, 2022	June 23 - Water Boards Staff Support Lunch	I make Posters/Notes in/outside my cubicle, to support staff, when they pass they feel accepted and welcome (i.e. Juneteenth, Ramadan, etc.)
752	June 23, 2022	June 23 - Water Boards Staff Support Lunch	It would be good to have an all-staff meeting with SWRCB leadership present racial equity - of course, keeping it on a positive level/direction.
753	June 23, 2022	June 23 - Water Boards Staff Support Lunch	Connect with others - Talk/share experiences. Listen to one another.
754	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	Make data more accessible and user-friendly
755	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	Ensure BIPOC communities have oppor tunities for due process (uplaining processes for those who are representing themselves In a hearing)
756	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	Consider how virtual platforms can benefit or hinder participation (and finding ways for BIPOC communities to become more engaged)
757	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	Zoom meetings allow for broader participation
758	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	Generate trust through collaborative communications
759	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	continue collaborative effort with communities that WB works with
760	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	use the toolkit to learnwhat communities WB serves and appropriate ways to reach them
761	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	create interface for systems/infrastructure that can work on mobile phones
762	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	Build/rebuild trust with tribal communities around data
763	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	build relationships between divisions to build IT systems. Are we engaging with a wide cross-section of staff?
764	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	IT forms and services developed in a manner that people in different communities can understand and interact with
765	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	Creating beeter access to data and program services that work for our most vulnerable communities is really hard
766	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	Make sure our own teams represent and advocate for the communities we serve
767	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	having legal language that is in plain english/ can be understood by more communities
768	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	Engagement with communities at the outset of a project
769	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	training on how to engage well with communities
770	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	WB teams represent and can communicate with the communities we serve
771	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	Root Cause (tribal data)- After many 'why' interations, we get to CA government led genocide, theft of land and water rights, and many decades of continued misuse of data, TEK, etc.

772	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	We measure progress towards tribal data now, manually- checking in via meetings, etc. But maybe we could also measure engagements using interface analytics and outcomes
773	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	specific engagement path needed based on community and specific groups
774	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	inherent fear of using the race as a term and indicator of equity despite knowing It is the root of most if not all of the inequities.
775	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	Wlii also need resources to train staff on the toolkit and track training compliance, etc
776	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	we need to engage with the communities that are most at risk and impacted by water quality issues in order to make sure we are monitoring for and addressing their biggest concerns. Not the concerns we perceive them to be.
777	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	Outreach to communities (community fairs, job fairs, attend meetings)
778	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	To me this pillar is the keystone to the other pillars. You need to center on racial equity before we can do the others.
779	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	some topics, like community organizing, have been seen as outside of our lane
780	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	We need to ask the questions about community involvement before it becomes a problem as a goal. So, I think, we need to understand our communities. We are more reactive, than proactive.
781	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	Work around the law if possible
782	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	worried about program constraints
783	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	"Does the proposed program/decision ignore or deepen existing racial inequitiesr if so, then what?
784	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	Evaluating current practices (those that are in compliance vs not)
785	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	partner with other govt. agencies
786	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	identify resources that could potentially be redirected
787	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	emphasizes this will require long term resources both financial and staff to effectively accomplish this work. We need a racial equity office to help with engagement. We will need resources to pay for the communities
788	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	have the conversations
789	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	Prioritizing enforcement backlog
790	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	DW Needs Assessment: how do we translate data into action in the fund expenditure plan?
791	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	We need better data literacy to apply to funding strategies.
792	May 18, 2022	May 18 - Water Boards Staff Strategizing Retreat	Guide us towards better incorporating data and input from BIPOC communities.
793	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Who is showing up and why
794	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	we have not been applying a racial equity lens
795	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	remaining objective
796	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	follow-up and training
797	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	have the conversations
798	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	decision makers do not speak the same language as the communities we serve
799	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	engagement level limited- both staff and community groups
800	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	we typically engage with the same community groups

801	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	who is missing from these conversations?
802	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	management needs to lead and prioritize racial equity efforts
803	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	collaborating backgrounds with projects
804	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	How to acknowledge past relationships, current relationships, and future relationships, sometimes need to take time to build relationships before asking for engagement
805	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Graphics can support communicative messages visually to reach communities.
806	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Helping communities w/ limited capacity apply for funding.
807	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	understand that every community is different. Important to get to know specific history of communities and target communication appropriately in correct languages.
808	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	There is an overlap between the need to build trust and build meaningful engagement
809	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Board meetings-getting everyone involved, have access to info on issues that affect them.
810	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Site clean up-- are the RP engaging the communities they are working on? If we are doing permitting, how are we addressing impacts.
811	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	legislation is the process of many stakeholders coming together. Important to be mindful about which stakeholders are being involved and who will be impacted by legislation.
812	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Need to engage tribes and indigenous communities more. A lot of engagement is just legal requirements with AB 52 consultations
813	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	A lot of DACs in Region one but not majority BIPOC
814	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Important to have recruitment team reach out to BIPOC communities
815	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Affects training for hiring panels
816	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	using CalEnviro Screen to create boundary maps that can help re-prioritize goals, based not only on water quality issues but we can go in and ask the community what their concerns are
817	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Funding -want to give awards to those who need it most, sometimes applicants are applying on behalf of those communities- hard to know how much input they receive from the communities they represent
818	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	community---restoration grants awards based on demonstration of community input. make it a requirement to make sure they are getting community input. does entity represent most affected people, those who are underserved.
819	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	When we reach out to media, are we reaching out to journalists who are most connected to impacted communities?
820	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	do we have access to those in the community who have the expertise/training to assist in resolving issues?
821	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	prioritizing legislation and legislative proposals that would promote racial equity through the Water Boards' authority and programs?
822	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Whose voices do we center when we tell stories?
823	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	legislative affairs bill analysis template that determination of equity impacts (positive and negative)
824	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Who, do we consult with when deciding who needs to hear our messages and how to reach them?
825	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	consider creating written goals up front to be sure racial equity considerations are expressly considered
826	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Prioritizing legislative outreach to members who represent DACs and BIPOC communities about WB opportunities and/resources
827	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	#1 CalEnviroScreen: doesn't provide detailed data needed

828	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	DFA, for previous year's programs looked at factors like race, % poverty, and others
829	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	If wanting to apply an RE lens, to be reminded of not making assumptions (i.e. when messaging out and high lighting BIPOC success stories, etc)
830	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Enviroscreen helps but team needs to look at other area s to receive more detailed information
831	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	DFA, for previous year's programs looked at factors like race, X poverty, and others
832	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	OPA: #3 Staff would need to know the data needs
833	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	2022 Drinking needs assessment: included some Socio-economic analysis that will be used in this year's funding assessments
834	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	will help you look at the areas you're working with and Identifying data gaps and what is needed
835	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	There are areas that overlap but recognizing that EJ and DACs are not the same (and therefore messaging needs to be different)
836	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Helps to recognize the gaps in the data
837	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	No racial indicator in the geotracker (based on census-track data)
838	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Manage expectations/ don't overpromise
839	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	follow-up, keep in touch, communicate and update
840	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	follow through
841	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	follow-up, keep in touch, communicate and update
842	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Take advantage of everything staff have to offer (all KSAs including background)
843	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Radical honesty, admit mistakes, take accountability
844	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Use volunteer model more?
845	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Transparency
846	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	TRY!
847	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	LISTENING! LISTENING! LISTENING!
848	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Where Is everyone coming from? Staff and stakeholders
849	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Community involvement, understanding their needs
850	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Train the trainer, cultivate liaisons
851	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Don't over promise_ Have the tools/ resources available to fulfill promises
852	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	What are the needs of the department / community?
853	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Have the conversations (even if its uncomfortable)
854	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Reporting back to communities on work that has been done
855	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	DFA: Diligence process and improving meaningful engagement
856	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Internally, cultivating RE lens, participation, and engagement and incorporating into our work internally and externally
857	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Water Rights. Improving outreach at watershed level and identifying right entities we are working with
858	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	OCC: inequities in how communities engage in legal proceedings
859	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Assist BIPOC communities to more effectively engage in WB processes

860	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Making data more available (digitally, more transparent)
861	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Empowering communities to share where they are and raise their voice
862	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Building rapport (tribes) and take the information learned and share with WB staff in meaningful ways that help in future engagement
863	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Questions in the toolkit provide a good framework to assess projects
864	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Building time to engage communities in the front end of a project/program
865	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Figuring out what communities to engage and work with
866	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Engagement (externally and internally)
867	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Go through the toolkit and see how it relates to the work
868	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	prioritize and allocate available resources to advance RE
869	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Make racial equity a regular/daily component of the WBs lexicon
870	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Increase BIPOC representation in staff & leadership at WB
871	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	engaging with communities most impacted by the decisions we make
872	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	use language the community understands especially around Issues that affect them (ex oil and gas wells)
873	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Increase community engagement skill set at WB embedded in programs
874	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	In developing workplans for project planning
875	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	use to create checklist to consider RE In our Implementation
876	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Worksheets can and should be use at all levels of planning- in policy development, permit, etc.
877	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Need for engagement to stakeholder groups not able to engage with our current program structures
878	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Use EJ-CES Scores for funding and staff resource allocation
879	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Need comprehensive baseline for what Enforcement actions SHOULD ideally be. To be able to show effort is working
880	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Conflict/need to balance existing water rights with the lack of fairness in historical water rights allocations
881	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Expand our ideas of our "team" to include other programs, communities, priorities
882	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Meaningful outreach to communities to learn what data are truly impor tant to communities
883	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Use public trust tools to address some historical inequities in water rights
884	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Reduce resentment and divisions between people by modifying programs inclusively without making sudden changes
885	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	ID BIPOC communities that we should be reaching out to. WHO
886	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	listen critically to all voices in community input to ensure the voices we are hearing are truly representing the communities they claim to represent
887	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Intentional resource allocation
888	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Workshop for EJ groups to gather input
889	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Building trust within the org • 1-1 and relationship-building. Internally focused before outward
890	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Create a public dashboard for measuring RE in our programs
891	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Stretch Coal, Every staff report brought before the Board for a policy, plan or permit includes analysis of impacts to BIPOC

892	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Implement trainings to train staff to evaluate impacts of policies, plans, and permits to BIPOC
893	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Speak to those BIPOC communities directly
894	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Reach out to BIPOC for advice on program development and implementation
895	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Attend meetings, etc. of BIPOC community groups rather than asking them to attend ours
896	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Establish holistic engagement with community groups rather than meet on a project-by-project basis
897	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Review current Division practices for engaging BIPOC communities, assess where more engagement is needed.
898	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	monthly trainings on RE toolkit for staff; exec mgmt and each division start using toolkit
899	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Develop practices or BMPs for ensuring BIPOC engagement
900	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	incorporate toolkit into each program
901	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Add racial equity principals to annual programmatic workplans
902	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	hold meetings where both DWQ/DWR are present on issues where they overlap
903	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Foster BIPOC allyship/mentoring
904	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	DWR engagement and outreach with regional boards
905	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Conduct bimonthly in-person outreach with Tribal/Disadvantaged Communities within far areas of the region
906	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Incorporate tribal feedback to prioritize/target specific concerns/projects
907	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Advocate for more resources (\$) for travel/participation for BIPOC communities
908	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	continue holding accessible meetings beyond the pandemic and balancing with in-person engagement
909	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Make water right data digital and accessible
910	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Concern is that OCC advises other programs and divisions within the WBs, so not sure how best we can execute RE strategies.
911	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Hold discussions w/in OCC to determine what we can do vs what our client divisions can do and how we can accomplish/infuse RE.
912	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Help cross-pollinate Board-wide priorities like RE and help with overarching perspective on specific projects
913	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Discuss w/ client divisions how to break down legal barriers to infusing RE within WBs.
914	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Create a space for shared and common interest, hobbies, and activities within OCC
915	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Develop OCC DEI Group to plan monthly events for each affinity group celebration.
916	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Book club!
917	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Manifest group activities stemming from shared hobbies/interests.
918	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Increase outreach to law schools that include BIPOC communities for recruitment
919	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Develop standing internal OCC meetings to share lessons learned to help with cross-pollination
920	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	be mindful of legalese vs. simpler language that can more easily reach all Californians, including in regulations
921	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Develop a formal mechanism for reporting out the lessons learned to client organizations
922	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Create a more transparent and user friendly platform to facilitate BIPOC community engagement in water quality and drinking water petitions (and identify other similar activities)

923	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Deter mine and implement other actions in areas identified in year 1 look at transparency
924	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Determine what to do with the data obtained from the WQ petitions platform.
925	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Consider creating an office of advocacy to help advocate with, and on behalf of, BIPOC communities (like CPUC's Office of the Ratepayer Advocate)
926	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	All managers (non managers?) and supervisors to take Implicit bias training
927	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Tracking EJ/DAC projects to ensure they are completed
928	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Reducing complaint response time for areas with high Enviro Screen scores
929	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Training from Water Boards
930	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Find out what communities are not having regular meetings, or water board employees in attendance
931	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Training from community members
932	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Development of tools for communities to more easily access resources
933	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Attendance in community based meetings increased, Identify the gaps in attendance
934	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Create a calendar for meetings so additional staff can attend/ information sharing
935	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Staff more representative of communities we serve
936	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Training from community members
937	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Better data collection methods and baseline of resource allocation/Outcomes
938	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Develop partnerships with BIPOC community based organizations
939	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Where are the needs? Where are the gaps?
940	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	More Immediate action
941	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Analyze number of partnerships community based organizations
942	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Consistency
943	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Currently drinking water fund expenditure plan and drinking water needs assessment provides socio-economic and demographic data.
944	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Create funding dashboard with demographic and other data.
945	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Hiring assistance groups (internal and external), pass out assistance papars/post on job postings
946	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	outreach within the community about funding and programs available
947	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Get into the community (field tours, community fairs, schools, tribes)
948	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	If we have additional new recipients for grants
949	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Open communication
950	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Vary community meeting locations. ie. high schools, town hall meetings, and career fairs. Create targeted flyers for each meeting location.
951	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	#1 DFA Action need to speak to the youth to make them aware of the careers available.
952	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Field tours in BIPOC communities/meet w/ residents
953	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Establish funding partner agreements to engage with local community partners.

954	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Consider that we may be speaking to people that feel that their input will not make a difference.
955	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	DFA's Racial Equity Steering Committee has developed a draft. Action Plan, which the group reviewed.
956	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Provide application assistance to prospective employees
957	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Increase recruitment with professional orgs representing people of color. Including University orgs that represent people of color in engineering and science.
958	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Review our hiring practices and processes to ensure that they include best practices related to RE and other diversity aspects where possible.
959	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Review and update Immediate Action Plan for Diversity Hiring, including updating interview questions related to diversity.
960	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Review recruitment strategies to incorporate RE aspects. Update as necessary.
961	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Investigate ways to advertise our contracts and other procurements to a larger contractor pool, including RE-related groups.
962	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Draft and have in place recruitment a long-term strategy includes all that aspects of including diversity, RE.
963	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Incorporate RE and other DEI aspects into our workforce and succession plans
964	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Integrate RE into our procurement programs, as much as allowable.
965	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Create and have in place metrics for measuring DEI Initiatives in the hiring and retention processes.
966	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Leverage regional staff to provide increased face-to-face presence at job fairs, recruitment events and community events
967	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Survey staff for ideas to increase BIPOC recruitment and retention
968	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Incorporate staff-suggested ideas into long-term recruitment and retention strategy.
969	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Provide training to supervisors and managers on recruitment resources available to them.
970	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	SAFER: Including community presenters in meetings and compensating
971	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Tribal: Incorporating TEK,
972	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Public Participation: Year 1- launch community capacity building pilot Year 3-- identify a long term funding strategy for CCB
973	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Year 1 review stakeholder list and add a tag to ID BIPOC, fill gaps in representation
974	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	have style guide of communications
975	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Year 1-asking for community feedback of guidance doc -- develop more bilingual social media and more videos continue graphics for social media
976	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	workshop the language glossary with communities
977	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	create videos to describe the process of the Water Boards, who is making decisions, how can people be involved.
978	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Year 3 -- in CRM include way to 10 best way to contact or engage and target approaches
979	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	create a Water Boards TikTok
980	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Tribal -- need to provide permittees or responsible parties with guidance, training, or best practices for how to engage communities and tribes
981	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	OPP lead recruitment for State and Regional board members
982	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Tracking bills that have a specific, equity impact (positive or negative) that OLA analyzes & are enacted, including legislative proposals in an Index

983	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Be more intentional in equity piece of bill analyses
984	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Analyze progression of bills and successful proposals via Index
985	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Increase leg. proposals that target historical inequities, and subsequent sponsorship of bills
986	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Facilitate & increase meetings for BIPOC members
987	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Internal OLA discussions to complement racial equity workshops
988	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Continue to be accessible via legislative inquiries and constituent responses
989	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Working with BIPOC individuals and experts to help inform analyses
990	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Consider BIPOC when perspectives policy analyzing issues
991	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Work more closely with legislative stakeholders that work with BIPOC communities, host purposeful briefings targeted at their interests
992	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	provide briefings for legislators with specific geographic and demographic populations to help inform them of WBs resourcea
993	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Working to with EJ advocacy groups to provide TA on bills.
994	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	create resources to be shared with EJ advocacy groups, such as SAFER
995	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	More legislative briefings on WBs related issues
996	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Execute strategic plan for internal briefings, meetings, 1:1 and Increased collaborations from each region, for OLA office, division briefings
997	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	map legislators who enact purposefully complimentary legislation of Water Board's strategic vision and initiatives to reflect populations and geographic diversity
998	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	support internal strategies such as briefings to increase ----our Interactions with BIPOC staff who may have less access to legislative affairs resources, to help inform analysis
999	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Review policies, forms, etc. and update (as possible) to reflect RE goals
1000	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Identify data gaps
1001	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Outreach and publicize EEO Office and what it does
1002	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Measure complaint of racial discrimination/harassment, track changes
1003	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Coaching and facilitation (use existing resources like EEO Office)
1004	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	identify other resources as available; more/ different training aside from mandated
1005	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Have a training program/roadshow up and running on nuts and bolts of discrimination/harassment Intent vs. Impact, etc.
1006	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Identify voice gaps - who are we talking to?
1007	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Fill voice gaps, measure participation change
1008	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Take advantage of other three strategies to determine what can be done with confidentiality obligations
1009	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Apply RE lens to all comms materialS; visual comms and written comms
1010	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Changing our tone, less bureaucratic, less literal. Try to be more lighthearted
1011	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Boilerplate language for press releases - consider revising to integrate RE

1012	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Regular RE-specific content on blog, website
1013	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Cultivate presence on platforms that better reach BIPOC communities better; consider language-specific pages
1014	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Facilitating more language access, targeting specific languages where needed (regions)
1015	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	OPA Storytelling Fieldwork Incorporating BIPOC wisdom
1016	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Do an inventory of photo library and identify gaps, diversify photo library
1017	May 17, 2022	May 17 - Water Boards Staff Strategizing Retreat	Help staff make SWB data accessible and understandable in a culturally appropriate way
1018	unavailable	Feedback provided in 2020-2021 on the Water Boards Racial Equity Resolution.	Make Racial Equity training mandatory for all employees, and ensure that training is separate from trainings on tribal relations
1019	unavailable	Feedback provided in 2020-2021 on the Water Boards Racial Equity Resolution.	Consider more clearly specifying historical analysis/audit in the resolution as an element of the Action Plan a way to measure progress needs to be included in the action plan (suggestions: deadlines, a way to measure progress needs to be included in the action plan)
1020	unavailable	Feedback provided in 2020-2021 on the Water Boards Racial Equity Resolution.	data gathering- demographics of unsheltered communities, water rights and people of color, disaggregate data on federally recognized tribes, data on hiring and retention of black, indigenous and POC staff,
1021	unavailable	Feedback provided in 2020-2021 on the Water Boards Racial Equity Resolution.	evaluate all programs with a racial equity lens (examples given: SGMA, water rights, enforcement,
1022	unavailable	Feedback provided in 2020-2021 on the Water Boards Racial Equity Resolution.	Need to expand language services: summarize important documents in multiple languages, post bilingual slides 1-2 days in advance, change web content to be phone friendly, have later meetings, keep comment periods open 30 days
1023	unavailable	Feedback provided in 2020-2021 on the Water Boards Racial Equity Resolution.	WB staff need to draft a language access plan within one year of Resolution adoption
1024	unavailable	Feedback provided in 2020-2021 on the Water Boards Racial Equity Resolution.	Make complaints more visible on website
1025	unavailable	Feedback provided in 2020-2021 on the Water Boards Racial Equity Resolution.	WB staff need to draft a transparency and accountability framework document with a racial equity lense, with metrics and data collection process
1026	unavailable	Feedback provided in 2020-2021 on the Water Boards Racial Equity Resolution.	ways to better receive public/community input and include it in our decisions and actions
1027	unavailable	Feedback provided in 2020-2021 on the Water Boards Racial Equity Resolution.	WB Staff should draft a framework to analyze how staff decisions and recommendations impact the BIPOC community/ human right to water/ Instream beneficial uses/ Tribal ben uses
1028	unavailable	Feedback provided in 2020-2021 on the Water Boards Racial Equity Resolution.	Include Racial Equity and Environmental Justice in the WB's Mission Statement
1029	unavailable	Feedback provided in 2020-2021 on the Water Boards Racial Equity Resolution.	WB needs to secure funding for Language Access work/ ensuring that there are resources earmarked for expanded translation services
1030	unavailable	Feedback provided in 2020-2021 on the Water Boards Racial Equity Resolution.	WB should establish a community advisory group related to this work. Should include a variety of stakeholders
1031	unavailable	Feedback provided in 2020-2021 on the Water Boards Racial Equity Resolution.	Expand use of the Anti-Deg policy (Resolution 68-16)/ use already in-place policies to better help BIPOC communities
1032	unavailable	Feedback provided in 2020-2021 on the Water Boards Racial Equity Resolution.	include clear funding and resources
1033	unavailable	Feedback provided in 2020-2021 on the Water Boards Racial Equity Resolution.	Better implement existing policies (Anti-Deg) and procedures to serve BIPOC communities: Change procedures to better serve public/ shorten times for implementation to protect vulnerable from pollution/ incorporate cost to vulnerable communities in cost analyses

1034	unavailable	Feedback provided in 2020-2021 on the Water Boards Racial Equity Resolution.	include accountability- who will be drafting the action plan? And what does that mean for accountability?
1035	unavailable	Feedback provided in 2020-2021 on the Water Boards Racial Equity Resolution.	include clarification on what we mean by "staff" throughout the resolution and what we will mean by "Staff" in the action plan, consider places in action plan where we want to include specifics like "the Executive Director of the State Water Board" for example
1036	unavailable	Feedback provided in 2020-2021 on the Water Boards Racial Equity Resolution.	increase focus and staff time to address impacts to BIPOC communities in plans, policies, programs
1037	unavailable	Feedback provided in 2020-2021 on the Water Boards Racial Equity Resolution.	identify which BDO will be responsible for each element of the Action Plan
1038	unavailable	Feedback provided in 2020-2021 on the Water Boards Racial Equity Resolution.	Acknowledge impacts of secondary contaminants on BIPOC community and public health
1039	unavailable	Feedback provided in 2020-2021 on the Water Boards Racial Equity Resolution.	include how RE updates/info/progress will be shared with staff, how often, how will the information be presented, also include how/if the new office will take over these updates after it is established
1040	unavailable	Feedback provided in 2020-2021 on the Water Boards Racial Equity Resolution.	Action Plan should identify specific roles/ responsibilities / funding source for this work